

# THE LABOUR GAZETTE

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Plant Expansion,  
1st Quarter, 1955

Statutory Holiday  
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Collective Agreements

Labour Legislation in  
Man., B.C., in 1955

Working Conditions in  
Metal Mining Industry



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# THE LABOUR GAZETTE

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## manpower and labour relations

### REVIEW

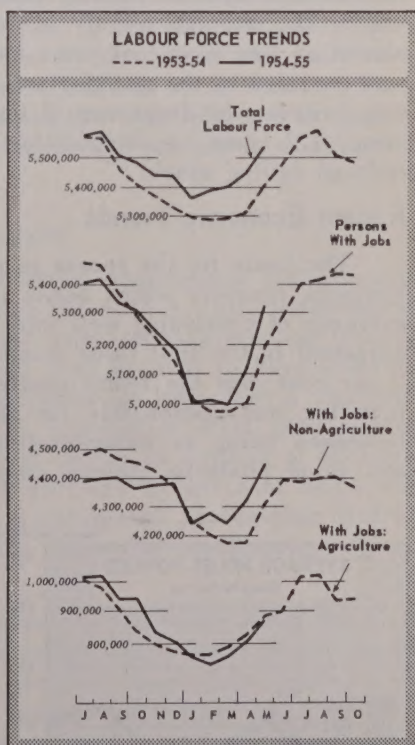
Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**T**HE seasonal upswing in economic conditions this spring has been the largest in the past three years. The recovery is reflected in a sharp increase in employment and job opportunities and a substantial decrease in the amount of short-time work. Unemployment in May dropped to about the same level as last year although it was higher than in May 1953.

Persons with jobs in the week of May 21 were estimated to number 5,324,000 an increase of 200,000 from the preceding month and of 325,000 from the winter low in March. During the comparable March to May periods in 1954 and 1953, the number of persons with jobs rose by 225,000 and 189,000 respectively. The employment upswing this year was therefore about half again as large as in the past two years. It also exceeded that of most other post-war years by a considerable margin.

The substantial employment increase was more than enough to absorb both the usual expansion of the farm working force and the influx of other seasonal workers not previously in the labour force. In addition, it reflected the rehiring of a large number of unemployed





workers. The estimate of persons without jobs and seeking work fell from 327,000 in April to 213,000 in May. This figure is now slightly below the estimate for May 1954 but still well above that for May 1953.

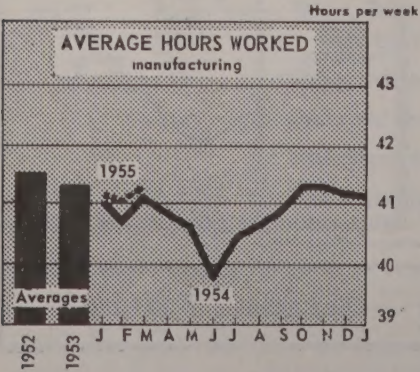
National Employment Service statistics provide additional indications of the sharp increase in the demand for labour. Job applications fell from a peak of 633,000 at mid-March to just over 300,000 at the end of May. At May 27, 39,000 job vacancies were listed with NES, an increase of 8,000 over the same date last year. Much of the increase was for workers in construction, logging and service occupations.

Employment was 129,000 above that in May 1954 and for the first time this year it was also higher than in the same month in 1953. This increase occurred entirely in non-agricultural industries, with important gains in both the metal-using industries and in those producing basic materials. Agricultural employment, with some 17,000 fewer workers than last year, apparently resumed a downward trend after increasing temporarily last year.

The quickening pace of business activity was also reflected in the length of the work week. In April and May, the average number of persons on short time dropped to 35,000 compared with 52,000 during the same months last year. Part of this reduction was accounted for by the increasing output of primary products. In the mining industry, for example, the average weekly hours worked in March showed a gain of almost an hour over last year. An increase of almost two hours a week was recorded in the manufacture of motor vehicles. This gain was offset, however, by decreases of three hours weekly in aircraft manufacturing, 1.2 hours in shipbuilding and 0.5 hours in the manufacture of railroad rolling stock.

### Recent Economic Trends

The basis for the recent gains in employment was provided by the business recovery which began in the last half of 1954 and is giving evidence of continuing well into 1955. Non-farm production (seasonally adjusted) in the first three months of this year showed an increase of 2 per cent over the fourth quarter of 1954. It is estimated that manufacturing was responsible for about one-half of this gain, the major increases being in transportation equipment, iron and steel products and wood products. Among other activities, mining and forestry expanded more than seasonally and the service industry continued to gain steadily.



The upturn was also apparent in construction, although here the rise was less marked than in some other lines of activity. There was no slackening in the high rate of residential building reached at the end of last year. The number of housing units begun in the first four months of this year was 7 per cent higher than in the same period of 1954, and the number



under construction at the end of April was 11 per cent higher. Preliminary reports for May suggest that residential building will reach an even higher level in the months to come.

Expenditures and employment in non-residential construction in the first quarter showed little change from a year earlier. This is attributable, on the whole, to the gradual completion of heavy industrial projects in remote areas. However, the value of industrial contracts awarded in recent months has shown a substantial increase over those for the corresponding months last year. This gain, together with the extensive highway and road building programs by provincial and municipal governments, indicate that non-residential construction will pick up as the summer progresses.

The sharp rise in merchandise exports has been a major factor in the general business expansion. The year-to-year increase for the first four months of the year amounted to 13 per cent and was evident in almost all merchandise groups. Considerable gains were recorded in the lumber, news-print, chemicals, and non-ferrous metals industries. The rise in export demand has been accompanied by increasing employment in forestry, mining, and in some manufacturing industries.

The behaviour of business inventories has reinforced the business recovery. Most of 1954 was featured by a heavy reduction in merchandise stocks, with a corresponding decline in manufacturing activities. Adjustments had been largely completed by the end of the year, however, and the first months of 1955 saw a build-up of inventories. Much of the increase was in motor vehicles and this was reflected in notable employment increases in the motor vehicle and primary iron and steel manufacturing industries.

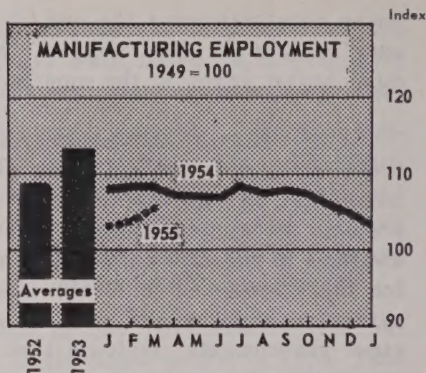
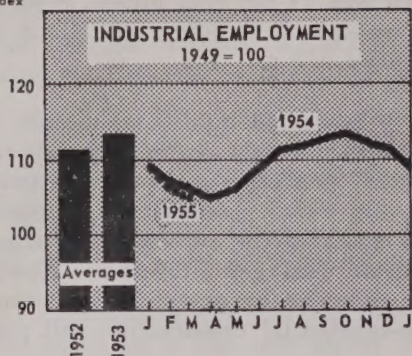
## **Recent Trends in Industrial Employment**

The most recent figures on industrial employment indicate that the upturn has been unevenly distributed. At April 1, little improvement was evident in the group of industries manufacturing producer goods, although the sharp decline of the past year appears to have levelled out. Aircraft employment has been declining for more than a year and at April 1 was 11 per cent below the year-earlier level. Employment in shipbuilding dropped sharply in recent months as a result of declines in both defence and civilian demand and was 20 per cent below the figure for April 1954. There was also a substantial year-to-year decline in employment in firms manufacturing industrial machinery, railroad rolling stock and farm implements.

The situation in the group of industries producing goods for final consumption shows moderate strengthening. Employment in the motor vehicles industry at April 1 was 6 per cent above last year's, after registering declines for more than a year. In other parts of this group, employment was about the same or slightly above the year-earlier figures.

Employment in the industries producing basic materials has reacted strongly to the stimulus provided by the increasing requirements of construction, export trade and inventory accumulation. Much of the

Index



increase in exports has been directed towards chemicals and forestry and mineral products, and this has had a stimulating effect on employment. Perhaps the most significant recovery occurred in the primary iron and steel industry—a reflection of inventory accumulation and the upsurge in vehicle production. At February 1, employment in this industry was still nearly 12 per cent below the year-earlier figure. By April, however, employment was slightly above that of a year earlier and there are strong indications of a continuing upward trend. Textile employment showed a gain of 4 per cent over the year although in this case there is less evidence of a continuing increase in the demand for the finished product.



# Labour-Management Relations

**F**OR industry as a whole, wage increases granted in recent settlements have generally been for amounts of less than 10 cents per hour. This was the prevailing pattern in the six-month period since last October; reports of recent settlements in key industries such as pulp and paper and construction also indicate the same trend.

At mid-June, negotiations were still in progress in some basic industries where wage increases and/or other benefits were being sought by the unions; these industries included automobile manufacturing, metal mining, primary steel, logging and sawmilling.

The amount of time lost through work stoppages arising out of collective bargaining remained at a normal level during May.

## Labour Unity

At the 70th annual convention of the Trades and Labour Congress of Canada, held last month in Windsor, delegates approved unanimously the proposed agreement (L.G., May, p. 493) merging their congress with the Canadian Congress of Labour. If the latter congress follows suit at its October convention, the two congresses will join forces in 1956 to form a new Canadian Labour Congress that will have nearly one million members.

## Current Settlements and Negotiations

**Automobiles**—Early this month the United Automobile Workers reached an agreement providing a limited guaranteed wage plan with Ford and General Motors, two of the three largest automobile producers in the United States. In the meantime, the Canadian local of the union continued its current contract negotiations with General Motors of Canada, Limited, at Oshawa, in which a guaranteed annual wage was one of the main union demands.

Terms of settlements reported between the union and Ford and General Motors in the United States contained a modified form of the union's original plan (L.G., May, p. 494). Under the three-year agreement reached, the company will, effective June 1956, supplement unemployment insurance benefits up to 65 per cent of the average take-home pay of laid-off employees for the first four weeks of lay-off and 60 per cent thereafter. The plan will be financed entirely by the company from a fund built up at the rate of 5 cents per hour worked. The guarantee will hold for a maximum of 26 weeks of lay-off depending upon the employees' length of service and the financial position of the trust fund. Other benefits were also included in the American contracts.

**Pulp and Paper**—Three new settlements were reached in May covering more than 4,000 pulp and paper workers in Ontario and Quebec represented by AFL-TLC unions. Terms of settlement at the Ontario-Minnesota Pulp and Paper Company, the Wayagamack division of Consolidated Paper Corporation and the Anglo-Canadian Pulp and Paper Mills are similar to those reached earlier by a number of companies (L.G., May, p. 404.) The new agreements include a 5-per-cent general

increase in wage rates, increased shift differentials and fringe benefits. Negotiations are still in progress between the management of other firms and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Brotherhood of Paper Makers and a group of other AFL-TLC unions. In Quebec, CCCL syndicates are representing workers in a number of negotiations. This year, negotiations are being conducted on a single-company basis instead of on a group basis as in past years.

**Construction** — Wage increases of less than 10 cents per hour were provided in a number of recent settlements in the construction trades. A new one-year agreement, covering eight trades in Halifax, includes a wage increase of 8 cents per hour. In Toronto, carpenters have agreed to a new agreement, also for one year, that increases wage rates by 5 cents per hour. Some 5,000 carpenters in British Columbia are covered by a new two-year master contract. The terms of settlement include an increase in vacation pay from 2 to 4 per cent of annual earnings. No initial wage-rate increase was provided in the agreement but a 3-cent-per-hour increase becomes effective after the first year. At the time of writing, negotiations were still in progress over similar terms to cover an additional 3,000 carpenters in Vancouver, New Westminster and the Fraser Valley who are in a separate bargaining unit. Under the terms of another new two-year agreement covering approximately 1,000 painters in Vancouver, wage rates have been increased by 4 cents per hour this year, with a further 3-cent increase scheduled for next year.

**Hotels** — New agreements have been reached between the Canadian National Railways and the Canadian Pacific Railways and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). The settlements affect some 4,000 employees in 11 hotels at Victoria, Vancouver, Banff, Calgary, Jasper, Saskatoon, Winnipeg, Ottawa and Quebec City. Terms of the two-year contracts provide a wage increase of 2 per cent, effective June 1, 1955, and a further increase of 1 per cent after one year. Paid vacations were also increased from two to three weeks after 15 years of service.

### **Work Stoppages**

Slightly more time was lost through work stoppages in May this year than in April or than in May 1954. Preliminary figures show that 17 work stoppages were in existence during May 1955, involving 3,200 workers and a time loss of 40,550 man-days, compared with 22 stoppages affecting 2,683 workers with a loss of 25,912 man-days in April 1955 and 22 stoppages involving 3,400 workers and a loss of 31,810 man-days in May 1954. Two strikes in the transportation equipment industry and one in the textile industry were responsible for most of the time lost during last May.

### **Wage Rate Changes, October 1, 1954 to March 31, 1955**

According to two separate surveys conducted recently by the Department of Labour, both covering the six-month period between October 1, 1954, and March 31, 1955, present wage rate increases,



where granted, tend to be more or less evenly divided between the less-than-5 and the 5-to-10-cents-per-hour groups.

The first study was based on 245 collective agreements becoming effective during the period under review, from a sample of 1,000 current contracts<sup>1</sup>. The agreements were compared with the agreements previously in effect for changes in wage rates and in other working conditions.

Approximately 70 per cent of the 245 new agreements examined included an increase in wage rates; a further 8 per cent provided for some form of improvement in working conditions while maintaining the same wage rates. Of 171 agreements providing wage increases, 45 per cent included increases ranging from 5 to 9.9 cents per hour, and 44 per cent included increases amounting to less than 5 cents per hour (See Table 1).

Table 1 - Wage-Rate Increases Provided in 171 Collective Agreements of 245 becoming effective between October 1, 1954, and March 31, 1955

Wage Rate Increases	Number of Agreements	
	No.	Per Cent
Up to 4.9 cents per hour	75	43.9
5 - 9.9 " " "	77	45.0
10 - 14.9 " " "	14	8.2
15 - 19.9 " " "	5	2.9
Total	171	100.0

The second survey was based on a sample of about 1,100 establishments across Canada, representing the following industries: logging, mining, manufacturing, transportation, storage and communication, electric light and power, trade, and personal service. Both unionized and non-unionized plants were included.

The sample was designed to reveal the extent of general changes in wage rates for non-office employees in the above-mentioned industries. For purposes of analysis, a wage change affecting more than 50 per cent of the non-office employees in the establishment was considered a "general" one. An establishment was placed in the "no change" category if either no wage changes occurred during the six-month period or if such changes as did occur affected 50 per cent or less of the non-office employees.

A breakdown of establishments granting general increases is provided in Table 2, which shows that almost 50 per cent of the general increases were for amounts of less than 5 cents an hour. Only 8 per cent of the general increases were for 10 cents or more.

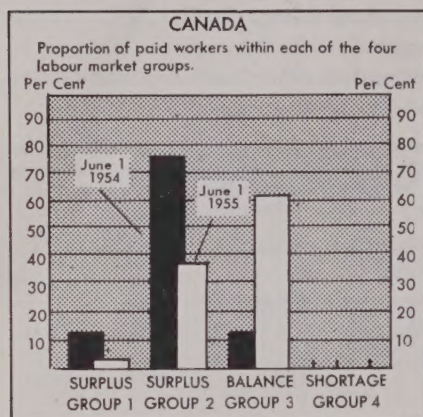
Table 2 - General Increases in Wage Rates Between October 1, 1954, and March 31, 1955, in 191 Establishments

Amount of General Increase in Cents per Hour	Per Cent of Establishments
Less than 5 .....	42
5 .....	29
5.1 - 9.9 .....	21
10 .....	2
10.1 - 14.9 .....	4
15 and over .....	2
	100

Most of the establishments replying to the survey (82 per cent) granted no general increase in wage rates to non-office employees in the period under review. It should be noted, of course, that many firms deal with wages (through collective bargaining or otherwise) at other times of the year than in the six-month survey period. No general decreases occurred in the period under study.

<sup>1</sup>The full text of this study will appear in the July issue of the *Labour Gazette*.

# Manpower Situation in Local Areas



**T**HE seasonal upturn in employment that began early in April accelerated during May, reducing labour surpluses in nearly all areas across the country. Of the 109 areas examined, 75 were reclassified during the month; 34 from the substantial to the moderate surplus category, 39 from moderate surplus to balance and two from the substantial surplus to the balanced category. All regions showed improvement but most of the shifts from the substantial to the moderate surplus category were in the Atlantic and Quebec regions, while

the majority of those from moderate surplus to balance were in the Ontario and Prairie regions.

As a result of increased employment opportunities during the past two months, the labour market situation was in balance or near balance in a considerably larger number of areas than a year ago. Among the significant factors responsible for the movement of a large number of metropolitan and industrial areas into the balanced category were strengthening in the manufacturing industries and the buoyancy of construction. By the beginning of June, 7 of the 11 metropolitan areas and 7 of the 27 major industrial areas (largely in the heavily industrialized parts of Ontario) were in balance. Windsor and Hamilton came into balance for the first time in more than 18 months and many of the other industrial areas currently in balance had labour surpluses throughout 1954.

At June 1, 1955, 45 areas (representing 61 per cent of total paid workers) had approximately balanced labour markets, compared with 23 a year ago (representing 12 per cent).

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	June 1 1955	June 1 1954	June 1 1955	June 1 1954	June 1 1955	June 1 1954	June 1 1955	June 1 1954
Metropolitan	—	2	4	8	7	1	—	—
Major Industrial	2	6	18	19	7	2	—	—
Major Agricultural	1	1	5	5	8	8	—	—
Minor	6	12	28	33	23	12	—	—
Total	9	21	55	65	45	23	—	—

\* See inside back cover, April Labour Gazette.



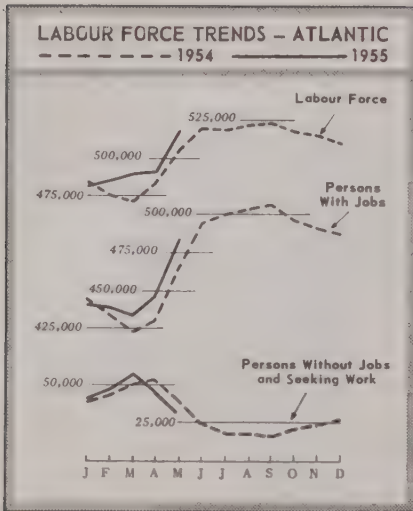
# CLASSIFICATION OF LABOUR MARKET AREAS,

June 1, 1955

LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		→ QUEBEC - LEVIS → ST. JOHN'S → VANCOUVER - NEW → WESTMINSTER Winnipeg	→ CALGARY → EDMONTON → HAMILTON → MONTRÉAL → OTTAWA - HULL → TORONTO → WINDSOR
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook New Glasgow	Brantford → CORNWALL → FORT WILLIAM - → PORT ARTHUR → FARNHAM - GRANBY Guelph Halifax → JOLIETTE → LAC ST. JEAN → MONCTON Peterborough → ROUYN - VAL D'OR Saint John Sarnia → SHAWINIGAN FALLS Sherbrooke Sydney Timmins - Kirkland Lake → TROIS RIVIERES	Kingston → KITCHENER → LONDON → NIAGARA PENINSULA → OSHAWA → SUDBURY → VICTORIA
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Rivière du Loup	→ CHARLOTTETOWN Chatham → PRINCE ALBERT Red Deer → THETFORD-MEGANTIC - ST. GEORGES	→ BARRIE → BRANDON → LETHBRIDGE → MOOSE JAW → NORTH BATTLEFORD → REGINA → SASKATOON → YORKTON
MINOR AREAS (labour force 10,000-25,000)	Bathurst Campbellton Gaspé Montmagny Prince George Rimouski	→ BEAUHARNOIS Belleville - Trenton → BRACEBRIDGE Chilliwack → CRANBROOK → DAUPHIN Drumheller Drummondville Dawson Creek → EDMUNDSTON → FREDERICTON → GRAND FALLS → KAMLOOPS Medicine Hat → NEWCASTLE Owen Sound Pembroke → PORTAGE LA PRAIRIE → QUEBEC - NORTH SHORE → SOREL → STE. AGATHE - ST. JEROME → ST. STEPHEN → SUMMERSIDE Truro → VALLEYFIELD → VICTORIAVILLE → WOODSTOCK, N.B. → YARMOUTH	Brampton → BRIDGEWATER → CENTRAL VANCOUVER ISLAND → GALT → GODERICH → KENTVILLE → LACHUTE - STE. THERESE → LINDSAY → LISTOWEL → NORTH BAY → OKANAGAN VALLEY → PRINCE RUPERT → SAULT STE. MARIE → SIMCOE → ST. HYACINTHE → ST. JEAN Stratford St. Thomas → SWIFT CURRENT → TRAIL - NELSON → WALKERTON → WEYBURN → WOODSTOCK - INGERSOLL

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC



EMPLOYMENT increased sharply again in the Atlantic region, during May, principally because of increasing requirements for workers in seasonal industries. In some industries, however, employment expanded more rapidly than usual for the season; this was particularly true of logging, which showed more buoyancy than a year ago owing to stronger demand for lumber and pulpwood. Land clearing and grubbing at the Gagetown, N.B., army site required more workers than were available in the area during the month. The estimated number of persons with jobs reached a total of 484,000 at May

21, 1955, an increase of 38,000 from a month earlier and 18,000 from a year earlier. Unemployment fell by about the usual amount during the month, although the initial decline occurred earlier this spring than last.

The upward trend in employment reduced labour surpluses in all areas in the region during May and 13 of the 21 in the region required reclassification. Two areas moved into balance—one from the substantial and one from the moderate labour surplus categories—and 11 moved into the moderate from the substantial labour surplus category. At June 1, the area classification was as follows (last year's figures in brackets): in balance, 2 (1); in the moderate surplus category, 15 (14); and in the substantial surplus category, 4 (6).

### Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 1 to Group 2. Unemployment declined rapidly in this area during May and was lower by the end of the month than at same time last year. Construction and logging showed the most improvement and were principally responsible for the decline in unemployment.

**Moncton** (major industrial). Reclassified from Group 1 to Group 2. All major activities in the area recorded increased labour requirements during May. Total employment by the end of the month was notably higher than a year earlier, the year-to-year improvement being most marked in the logging industry. Demand for loggers was particularly strong owing to improved markets for pulp, long lumber and pit props. Reflecting the general pick-up in employment, wholesale and retail establishments showed a heavy volume of sales, particularly in such lines as furniture, building materials, farm equipment and luxury items.

**Charlottetown** (major agricultural). Reclassified from Group 1 to Group 2.



Edmundston, Fredericton, Grand Falls, Newcastle, St. Stephen, Summerside, Woodstock and Yarmouth (minor). Reclassified from Group 1 to Group 2.

Kentville (minor). Reclassified from Group 1 to Group 3.

Bridgewater (minor). Reclassified from Group 2 to Group 3.

## QUEBEC

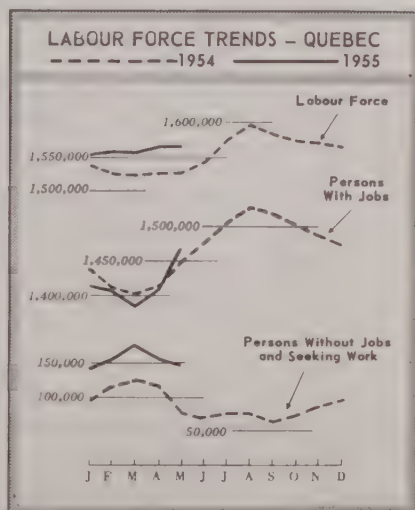
THE normal spring upswing in employment gathered momentum in the Quebec region in May and by the end of the month proved strong enough to reduce the labour surpluses below year-ago levels in all but a few local areas. Almost all occupations were affected by this reduction, particularly those connected with construction, navigation, truck transportation, logging and sawmilling. The log drive was in progress throughout the province and the lifting of restrictions on highway transportation increased employment. Seeding was delayed by wet and cool weather in the northern and eastern parts of the region but in other sections it was proceeding normally.

The number of persons with jobs at May 21 in Quebec was estimated at 1,469,000, an increase of 58,000 from April 23 and of 19,000 from May 22, 1954. Payroll statistics show that at the beginning of March almost all non-agricultural industries in this region, except certain parts of manufacturing, showed employment increases over the same date a year earlier. Employment in transportation equipment, iron and steel products, textiles, clothing and leather products was below that at March 1, 1954.

Eighteen of the 24 local areas in the region were reclassified during the month; four from the moderate surplus to the balanced category and 14 from the substantial to the moderate labour surplus category. At June 1, the area classification was as follows (last year's figures in brackets): in the balanced category, 4 (-); in the moderate surplus category, 16 (14); and in the substantial surplus category, 4 (10).

### Local Area Developments

**Montreal** (metropolitan). Reclassified from Group 2 to Group 3. A sudden upsurge in construction, coupled with substantially increased port and transportation activity, seems to underlie the improvement in this area. Manufacture of building materials and of food and beverages was at high levels. Textile manufacturing was busier than had been expected earlier in the year but employment in aircraft and shipbuilding was much below year-earlier levels.



**Quebec-Levis** (metropolitan). Reclassified from Group 1 to Group 2. An increase in construction and transportation operations added to the log drive improved employment conditions but the number of persons without jobs was still above year-earlier levels at the end of May.

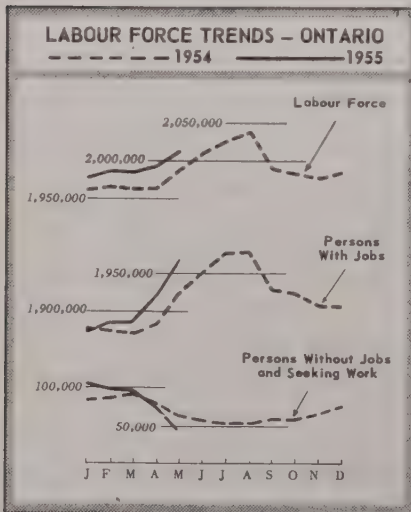
**Lac St. Jean, Farnham-Granby, Joliette, Rouyn-Val d'Or, Shawinigan Falls, Trois Rivières** (major industrial). Reclassified from Group 1 to Group 2. The log drive, relaxation of spring restrictions on truck transportation and increased activity in construction were the factors mainly responsible for the increase in employment opportunities in these areas. In a few areas the beginning of the tourist season also helped to increase the demand for labour.

**Thetford-Megantic-St. Georges** (major agricultural). Reclassified from Group 1 to Group 2. Normal seasonal changes in construction, forestry and the tourist business account for the reclassification of this area.

**Beauharnois, Quebec North Shore, Ste. Agathe-St. Jérôme, Sorel, Valleyfield, Victoriaville** (minor). Reclassified from Group 1 to Group 2.

**Lachute-St. Thérèse, St. Hyacinthe, St. Jean** (minor). Reclassified from Group 2 to Group 3.

## ONTARIO



CONTINUED strengthening in some manufacturing industries together with heavy seasonal hiring for construction and agriculture brought many Ontario labour market areas into approximate balance during May. The number of persons with jobs in the region increased by 48,000 during the month to an estimated total of 1,969,000, about 83,000 higher than the winter low in February. Last year the number employed increased by only about 51,000 from the winter low to 1,922,000 at the end of May. Part of the increase in employment consisted in additions to the labour force but there was also a substantial

decline in unemployment, which was well below last year's.

The high level of construction activity this spring was largely responsible for the rapid employment increase. Increased automobile production, with the resultant increase in the production of rubber, iron and steel and in other feeder industries, was also a major contributor to the employment upswing. Most other manufacturing industries have been increasing employment only very gradually, the slight increases in some being partially offset by declines in others.

The rapid increase in employment opportunities brought 19 additional areas into balance during the month and reduced surpluses in two other



areas from substantial to moderate proportions. At June 1, the classification of the 34 areas in the region was as follows (last year's figures in brackets): in balance 23 (11); and in the moderate surplus category, 11 (20). Last year, three areas were in the substantial surplus category.

### **Local Area Developments**

**Hamilton** (metropolitan). Reclassified from Group 2 to Group 3. A shortage of some construction tradesmen and of experienced farm workers developed during the month. Engineers remained in short supply. The steady increase in manufacturing brought the area into balance for the first time in a year and a half.

**Ottawa-Hull** (metropolitan). Reclassified from Group 2 to Group 3. Construction activity continued to increase during May. Farm requirements were being met with the help of workers from the Maritimes.

**Toronto** (metropolitan). Reclassified from Group 2 to Group 3. Demand for construction tradesmen was continuing strong, most requirements being filled locally. Employment trends in the manufacturing industries varied widely. Textiles, radio and television manufacturing were slow, while rubber and wood products plants were operating at capacity. Trends in the heavy industries varied from plant to plant.

**Windsor** (metropolitan). Reclassified from Group 2 to Group 3. Automobile production was continuing at top speed and employment increased in the construction, chemicals and beverage industries. At June 1, the area was in the balanced category for the first time since August 1953.

**Cornwall** (major industrial). Reclassified from Group 1 to Group 2. Manufacturing employment remained fairly stable. The beginning of work on the St. Lawrence Seaway reduced the labour surplus.

**Kitchener, London, Niagara Peninsula, Oshawa and Sudbury** (major industrial). Reclassified from Group 2 to Group 3.

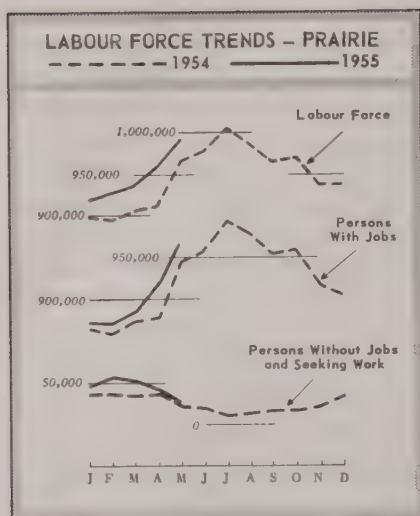
**Barrie** (major agricultural). Reclassified from Group 2 to Group 3.

**Bracebridge** (minor). Reclassified from Group 1 to Group 2.

**Galt, Goderich, Lindsay, Listowel, North Bay, Sault Ste. Marie, Simcoe, Walkerton and Woodstock-Ingersoll** (minor). Reclassified from Group 2 to Group 3.

## **PRAIRIE**

DESPITE heavy rainfall and the recurrence of cool weather, the Prairie region underwent further employment expansion in outdoor activities during May. By May 21, the number of persons with jobs was estimated to be 967,000, which was 46,000 above the total for the previous month and 22,000 above that of a year earlier. Farm activities showed the most marked improvement and for the second consecutive month employment in this sector increased more rapidly than a year ago. Non-farm employment increased slowly, the increase being notably smaller than a year earlier, owing in part to the smaller volume of construction. While construction activity in the large urban centres compared favourably with last year, very little building had begun in the rural areas.



Unemployment declined sufficiently in the region during May to warrant the reclassification of all but five of the 20 areas. Four areas were reclassified from the substantial to the moderate labour surplus category and 11 from the moderate surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in balance 11 (10); and in the moderate surplus category, 9 (9). Last year one area was in the substantial surplus category.

### Local Area Developments

**Edmonton** (metropolitan). Reclassified from Group 2 to Group 3. Unemployment fell sharply during the month as labour requirements increased in almost all industries in the area. Demand for farm workers was strong. The rise in non-farm employment during the month was most marked in the construction industry, although manufacturing, trade and service establishments were busier than a month earlier. Employment continued above last year's levels in all major industry groups.

**Calgary** (metropolitan). Reclassified from Group 2 to Group 3. Labour shortages were developing in some occupations as a result of marked increases in both farm and non-farm employment. Demand for farm help was heavier than in the previous two years. With the exception of power machinery operators, who were in short supply, orders were being filled. Activity in the building trades increased rapidly during the month, the volume of residential and commercial construction undertaken since the beginning of the year being markedly higher than last year. Demand for skilled tradesmen was particularly strong and painters, plumbers, plasterers and finishing carpenters were becoming scarce.

**Winnipeg** (metropolitan). Remained in Group 2. Further expansion in the construction industry absorbed a large number of unemployed tradesmen and labourers. At the same time manufacturing and wholesale and retail trade showed some improvement. Total employment in the area was slightly higher than a year ago.

**Fort William-Port Arthur** (major industrial). Reclassified from Group 1 to Group 2. Approximately 2,500 workers returned to woods employment during May, bringing the total number of loggers employed in the area to 4,000.

**Brandon, Lethbridge, Moose Jaw, North Battleford, Regina, Saskatoon and Yorkton** (major agricultural). Reclassified from Group 2 to Group 3.

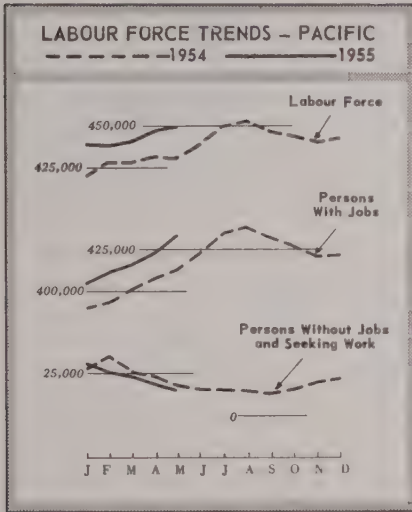
**Prince Albert** (major agricultural). Reclassified from Group 1 to Group 2.

**Swift Current and Weyburn** (minor). Reclassified from Group 2 to Group 3.

**Dauphin and Portage La Prairie** (minor). Reclassified from Group 1 to Group 2.



## PACIFIC



EMPLOYMENT in the Pacific region showed a substantial increase during May, the most marked improvements occurring in logging, sawmilling, construction, agriculture and transportation. Some improvement also occurred in manufacturing and in mining, where the upward trend of base metal prices resulted in increased requirements for underground and surface workers. As a result of the increased activity in these and other industries, the estimated number of persons with jobs rose to 435,000 in the week ended May 21. This was 11,000 higher than in April and 23,000 higher than at May 22, 1954.

In most local areas, logging and sawmilling operations were gradually increasing towards peak production for the year, although adverse weather conditions and log shortages were hampering activity in some of them.

During the month, eight of the ten labour market areas in the region were reclassified — three from the substantial to the moderate labour surplus category, four from the moderate to the balanced category, and one from the substantial to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in balance 5 (1); in the moderate surplus category, 4 (8); and in the substantial surplus category, 1 (1).

### Local Area Developments

**Vancouver — New Westminster** (metropolitan). Reclassified from Group 1 to Group 2. Logging, lumbering and construction approached peak levels for the season. Manufacturing activity, notably in the metal trades and the clothing industry, continued to increase. Mining was busier as a result of higher base metal prices.

**Victoria** (major industrial). Reclassified from Group 2 to Group 3. Most logging operators attained full-scale production and nearly all woodworkers were employed. Sawmills were operating at close to capacity. There was a substantial increase in the demand for construction workers. Shipyards, too, were busy.

**Okanagan Valley** (minor). Reclassified from Group 1 to Group 3, largely as a result of improved labour demand in logging, lumbering, construction, transportation and agriculture.

**Cranbrook** (minor). Reclassified from Group 1 to Group 2. The main reason for this improvement was the increased demand for workers in the logging, lumbering and construction industries.

**Central Vancouver Island, Prince Rupert and Trail-Nelson** (minor). Reclassified from Group 2 to Group 3.

**Kamloops** (minor). Reclassified from Group 1 to Group 2, mainly because of greater labour requirements in logging, lumbering and road construction.

# Current Labour Statistics

(Latest available statistics as of June 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>Manpower</b>				
Total civilian labour force (a).....	May 21	5,537,000	+ 1.6	+ 2.3
Persons with jobs .....	May 21	5,324,000	+ 3.9	+ 2.5
At work 35 hours or more .....	May 21	4,763,000	+ 2.7	+ 0.3
At work less than 35 hours.....	May 21	455,000	+23.0	+ 29.3
On short time .....	May 21	37,000	+12.1	- 15.9
Usually work less than 35 hours.....	May 21	227,000	- 2.2	+ 1.3
Other reasons.....	May 21	191,000	+81.9(1)	+127.4(1)
With jobs but not at work .....	May 21	106,000	- 9.4	+ 11.6
Laid off full week .....	May 21	11,000	-21.4	+ 10.0
Other reasons .....	May 21	95,000	- 7.8	+ 11.8
Paid workers .....	May 21	4,059,000	+ 4.2	+ 4.1
In agriculture .....	May 21	124,000	+24.0	0.0
Non-agricultural .....	May 21	3,935,000	+ 3.7	+ 4.2
Persons without jobs and seeking work..	May 21	213,000	-34.9	- 2.3
<b>Registered for work, NES (b)</b>				
Atlantic .....	May 19	42,711	-44.0	- 9.9
Quebec .....	May 19	115,233	-43.0	- 0.5
Ontario .....	May 19	93,621	-35.8	- 15.1
Prairie .....	May 19	48,802	-41.1	+ 1.2
Pacific .....	May 19	32,011	-35.2	- 12.0
Total, all regions.....	May 19	332,378	-40.3	- 7.2
<b>Ordinary claims for Unemployment</b>				
Insurance benefit .....	May 1	318,463	-21.7	- 5.9
Amount of benefit payments (2) .....	April	\$33,775,066	-25.7	+ 13.2
Industrial employment (1949=100) .....	March 1	105.6	- 0.2	- 0.9
Manufacturing employment (1949=100) .....	March 1	105.6	+ 1.9	- 2.5
Immigration .....	1st. qtr.	17,627	-	- 37.6
<b>Industrial Relations</b>				
Strikes and lockouts—days lost .....	May	40,550	-	+ 13.5(c)
No. of workers involved .....	May	3,200	-	+ 4.4(c)
No. of strikes .....	May	17	-	- 33.3(c)
<b>Earnings and Income</b>				
Average weekly wages and salaries .....	March 1	\$60.89	+ 1.2	+ 2.8
Average hourly earnings (mfg.) .....	March 1	\$ 1.44	+ 0.6	+ 2.1
Average hours worked per week (mfg.) .....	March 1	41.2	+ 0.5	+ 0.2
Average weekly earnings (mfg.) .....	March 1	\$59.12	+ 1.0	+ 2.3
Consumer price index (av. 1949=100) .....	May 1	116.4	+ 0.3	+ 0.8
Real weekly earnings (mfg. av. 1949=100) .....	March 1	122.2	+ 1.3	+ 1.8
Total labour income..... \$000,000	February	990	+ 0.6	+ 4.2
<b>Industrial Production</b>				
Total (average 1935-39=100).....	March	250.6	+ 1.2	+ 5.8
Manufacturing .....	March	258.0	+ 1.7	+ 3.2
Durables .....	March	316.0	+ 3.2	+ 3.6
Non-Durables .....	March	220.9	+ 0.3	+ 2.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, April *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(1) Religious holiday occurred during Survey week.

(2) Includes supplementary benefit payments made to April 15, at which time these benefits terminated.



# Notes of Current Interest

## **TLC-CCL Unity Committee Approves Merger Terms**

Terms under which 1,000,000 Canadian workers will be joined in a single labour federation were approved May 9 by members of the Trades and Labour Congress of Canada and the Canadian Congress of Labour unity committee.

"The agreement as it will be placed before the conventions has been approved unanimously by the committee," Secretary-Treasurers Gordon Cushing of the TLC and Donald MacDonald of the CCL announced at the end of the one-day meeting.

The amalgamation terms include a proposal that a founding convention of the merged federation be held as early as possible in 1956. Before that, the provisions will have to be ratified by the TLC convention that was meeting in Windsor starting May 30 and by the CCL convention in Toronto October 10.

The two Secretary-Treasurers announced that the unity committee had agreed on everything that could be disposed of in advance of the two conventions. The proposed constitution for the new organization will be presented to the founding convention for approval.

Among the matters agreed upon by the committee were the following:—

The name of the new federation: Canadian Labour Congress.

The general set-up of the federation.

Methods of financing.

The holding of biennial conventions.

Establishment of an executive council of 16, consisting of a president, an executive vice-president, a secretary-treasurer and 13 vice-presidents. The merged congress will have two honorary presidents—one from the TLC and one from the CCL.

A meeting, in alternate years to conventions, of a general board of about 130 members consisting of the leading officers of the national, international and provincial organizations along with the executive.

That provincial federations and labour councils now affiliated with the TLC or the

CCL be urged to amalgamate as soon as possible with the specification that such mergers take place within two years of the founding convention of the national organization.

## **AFL-CIO Unity Committee Agrees on Constitution**

Agreement was reached May 2 on a constitution that will govern a combined organization of 15,000,000 workers in the United States when members of the joint American Federation of Labour and Congress of Industrial Organizations unity committee, meeting in Washington, gave their approval to the charter. Formal and final approval of the constitution has been set for the week of December 5 when the two labour bodies meet in New York City to conclude amalgamation plans.

(The CIO Executive Board on May 7 approved the proposed constitution.)

The joint unity committee described the new constitution as follows:

It recognizes the equal status of craft and industrial unions. It offers a closed-door policy to unions controlled or directed by Communist or other totalitarians. It promotes democratic unionism.

It recognizes that all workers, whatever their race, colour, creed or national origin, are entitled to share fully in the benefits of trade unionism.

It provides effective remedies for keeping the new organization free of both corruption and totalitarianism, and for quick and effective penalties against unions which fail to measure up to the high ethical and moral standards to which the public has a right to expect of our affiliated organizations.

It is our belief that this constitution, an amalgam of the best of the CIO and the AFL constitution, is without peer as a fundamental charter for a democratically dedicated labour federation.

It is a measure of the spirit of unity which has been uppermost in the minds of the representatives of both the CIO and the AFL that this constitution was so quickly worked out by our committee. We firmly believe that it keeps faith with the hopes and best interests of the men and women of labour and all the citizens of this great country. We feel certain it will be ratified by the executive bodies and conventions of our two organizations.

Under the terms of the new constitution, the merged organization is pledged to "combat resolutely the forces which seek to undermine the democratic institutions of our country and to enslave the human soul".

Concerning the problem of membership raiding, the new charter states that "the integrity of each such affiliate of this

federation shall be maintained and preserved". Complaint procedure is set up with final action vested in the biennial convention.

In order to carry out the provisions prohibiting discrimination, the constitution calls for a committee on civil rights that "shall be vested with the duty and responsibility to assist the executive council to bring about at the earliest possible date the effective implementation of the principles stated in the constitution of non-discrimination".

With respect to racketeering and totalitarian influences, the constitution calls for an investigation of the affiliate concerned, following which it may be suspended by a two-thirds vote of the Executive Council. Supplementing this provision, the constitution provides that "the committee on ethical practices shall be vested with the duty and responsibility to assist the executive council in carrying out the constitutional determination of the Federation to keep the Federation free from any taint of corruption or communism".

### **Employment in U.S. Reaches Peak for April**

Employment reached a new record level for April in the United States, the number of jobs increasing by 1,200,000, according to a report issued by the Census Bureau of the Department of Commerce on May 6. Total employment is estimated at 61,685,000, an increase of 138,000 over the previous record established in April 1953 and about 100,000 higher than in April 1954.

Unemployment declined by 200,000 during the month to a total of 2,962,000, the first time this year that the number of jobless has fallen below the 3,000,000 figure. In March, unemployment had totalled 3,176,000 and in April 1954, those out of work numbered 3,465,000.

The report said that unemployment did not fall as much as employment rose because of the large number of persons entering the labour force. In the previous month these persons, about 900,000, had not been counted either as employed or unemployed.

Unemployment amounted to 4.6 per cent of the labour force, compared with five per cent in March and 5.4 per cent in April of last year.

Largest employment gains were recorded in agriculture and construction, both seasonal industries, plus lines in trade and services that also expand in the spring.

Factory employment rose by 40,000 during the month to 16,200,000. Such employ-

ment has declined sharply between March and April in seven of the eight preceding post-war years. The April figure was 300,000 higher than the corresponding month in 1954.

### **1st Quarter Immigration Less Than Year Earlier**

During the first three months of this year 17,627 immigrants were admitted to Canada, compared with 28,223 for the same period in 1954, according to a quarterly bulletin issued by the Department of Citizenship and Immigration.

The two largest national groups among the immigrants were those from the British Isles and from Italy. British newcomers numbered 4,356 and Italians 4,418. In the first quarter of 1954, 7,882 British immigrants and 6,156 Italian immigrants entered Canada.

### **Housing Completions in 1st Quarter Jump 20%**

Boosted by a 31-per-cent increase in March, the number of new housing units completed in Canada jumped almost 20 per cent in the first quarter this year to 24,313 from 20,327 in the first three months of 1954, according to figures released by the Dominion Bureau of Statistics. March completions numbered 7,732 as against 5,896 last year.

The number of new dwelling units started was down 14 per cent in March to 4,879 from 5,682 last year but first-quarter starts were nearly 10 per cent above the 1954 level at 12,848 versus 11,722. Still under construction at the end of March were 57,960 units, 6,890 or more than 13 per cent more than on the same date last year.

### **Housing Activity in U.S. Sets 1st Quarter Record**

Non-farm housing starts in the United States rose seasonally in March to 117,000, completing the most active first quarter on record, the U.S. Labor Department's Bureau of Labor Statistics has announced.

The 116,000 privately owned units started in March represented an annual rate of 1,407,000 private dwellings, after allowance for seasonal factors.

Housing activity for March and for the first quarter of 1955 was about a fourth higher than in the corresponding early periods of 1954, when the current housing boom was not yet under way. Compared with March in the peak year 1950, the



total number of housing starts last March was about the same, but activity in the first quarter as a whole was 6 per cent higher this year. All but 2,500 of the 295,000 units started during the first three months of this year were privately owned; the public housing total for the corresponding period last year was 4,600, and in 1950 it was 2,800.

Final reports now available show that 1,220,400 new permanent non-farm dwelling units were put under construction in 1954, compared with the Bureau's preliminary estimate of 1,215,500, issued in January 1955. Last year was the second best housing year, with total volume 11 per cent above 1953 but 13 per cent below the 1950 record of 1,396,000 housing starts.

### **Job Prospects Bright For 1955 Graduates**

Employment opportunities for this year's university graduates appear to be about as plentiful as a year ago.

More than 17,000 employment openings were recorded by the Executive and Professional Division of the National Employment Service from all sources up to April 30. Of this number, 4,845 were for graduates while the remainder were summer jobs for undergraduates.

Planning for the uncovering of jobs for graduates and undergraduates was begun last autumn. As in previous years, a campaign was carried on during the winter by the mailing of questionnaires to employers likely to hire university students. Returns from the questionnaire up to April 30 had listed a total of 17,192 jobs for both graduates and undergraduates.

#### **Final Figure**

While approximately 15,000 students were registered in the university graduating classes of 1955 at the beginning of the 1954-55 term, it is expected that the final graduating figure will be somewhat less. Experience has shown in the past that wastage may cut down the figure by as much as four or five per cent.

Of those who do graduate successfully, the pattern of past years indicates that as many as 10 per cent of these may be returning to university for post-graduate work. Many graduates with bachelor degrees in arts return to college for courses in education, law, medicine, social or library science. Many young women graduates may have plans to get married, while some graduates may have their careers already mapped out.

Reports received to date by the Executive and Professional Division of the National Employment Service indicate that there will not be enough engineering or commerce graduates to meet the demand for their services. The shortage of sufficient commerce graduates may be offset somewhat by those employers who will accept an arts graduate if they cannot obtain a commerce graduate. However, graduates in some of the other courses may experience difficulty in finding the kind of employment for which they are looking.

#### **Starting Salaries**

Starting salaries for graduates in 1955 were expected to average about the same as in 1954, of which a few examples of median monthly starting salaries were: engineering (all branches combined), \$300; geology, \$315; chemistry, \$300; forestry, \$285; architecture, \$285; agriculture, \$260; and non-engineering professions combined, \$290.

### **N.Y. Extends Coverage of Unemployment Insurance**

A bill passed by the New York State Legislature that extends unemployment insurance coverage to employers of one or more persons on any day instead of four or more persons on 15 days received the Governor's assent May 2.

Under the new Act, coverage will become effective January 1, 1956, to employers of three or more persons on any day; to employers of two or more persons, on January 1, 1957; and to employers of one or more persons, on January 1, 1958.

Domestic workers will continue to be considered separately from an employer's other employees, and the employer will become liable for taxes with respect to his domestic servants only as of any day on which he employed four or more domestic employees.

### **Canadian TWUA Members Hold Biennial Convention**

"Indifference to the demands of the textile industry" was charged by J. Harold Daoust, Canadian Director of the Textile Workers Union of America (CIO-CCL), at the Union's second biennial conference, held in Hamilton May 13 to 15. Mr. Daoust told 150 delegates representing 20,000 Canadian textile workers that the Government has taken no action to protect the industry or workers' jobs and that "Canada alone among the nations of the

world has tacitly sat back while textile imports have been destroying parts of our industry".

He accused the Government of "deliberately acquiescing to the destruction of our textile industry by allowing the high volume of imports to enter our country". Mr. Daoust said the Government must list the safeguards it proposes for the industry, must introduce changes in the regulations to protect the domestic textile industry against the dumping of foreign goods and must encourage the growth of a stable, efficient, high wage, low-cost industry.

In a formal resolution noting the close association between the amount of textiles dumped into Canada by low-cost countries and unemployment in the industry, the TWUA asked the Government to "re-assess the importation of textile products flooding into Canada and set a quota on the import of various textile products in the light of unemployment in any particular branch of the industry."

The resolution, passed unanimously, urged the Government to instruct its departments and agencies to plan textile orders to supplement private orders and to channel its orders to distressed areas even if the bids were not the lowest.

Mr. Daoust cited a series of examples of the placing in the United States of textile orders by government agencies.

### **Labour Unity**

Talks aimed at complete unity between two of the major textile workers' organizations in Canada will be held as soon as possible as a result of convention approval for Mr. Daoust to begin preliminary negotiations with officers of the 5,000-member United Textile Workers of America (AFL-TLC). In addition, the delegates unanimously endorsed the moves towards unity by the Trades and Labour Congress of Canada and the Canadian Congress of Labour in this country and by the American Federation of Labor and the Congress of Industrial Organizations in the United States (see page 637).

By a vote of 34 to 12, following a lengthy debate, the delegates rejected a resolution endorsing the principle that the Canadian Director of the TWUA be elected rather than appointed by the executive board of the international union.

John Whitehouse, Chairman of the resolutions committee, who supported rejection of the resolution, pointed out that the convention did not have the constitutional power to recommend the change that would be needed in the international union's

constitution before Canadian members could elect their own director. Mr. Whitehouse, Mr. Daoust and his assistant, E. C. Cluney, all strongly recommended that the Cornwall local that submitted the resolution forward such a suggested change to the international convention scheduled for 1956.

Political action on behalf of either labour or Co-operative Commonwealth Federation candidates in municipal, provincial and federal elections was promised by the convention when the delegates unanimously endorsed a series of four resolutions calling for activity in this field. Mr. Daoust promised that he would "go up and down the country preaching the defeat of the federal Government and advocating the election of a government which will have the best interests of all the people at heart".

In addition, the three-day convention:—

Supported Mr. Daoust's policy to recommend that the 250 workers at the National Hosiery Mills Ltd. in Hamilton go on strike rather than accept a wage cut of from 5 to 20 per cent.

Asked that old age pensions be made payable without a means test.

Reaffirmed its determination to maintain and extend the chain negotiations principle.

Demanded that a clause specifically prohibiting supervisory personnel from replacing members of the bargaining units in production work be written into all future collective bargaining contracts.

### **Farm Net Income Drops 33 Per Cent in 1954**

A sharp decline in farm net income occurred in 1954, largely as a result of poor crops in western Canada. Preliminary estimates by the Dominion Bureau of Statistics place the year's total at \$1,125,600,000, down about one-third from the preceding year's \$1,699,600,000. The record high of \$2,154,500,000 was reached in 1951 and the average for the post-war years (1946-1953) was \$1,611,600,000.

The reduction in the 1954 net income was the result of a drop of about 19 per cent in gross farm income far more than offsetting a decline of about 2 per cent in farm operating expenses and depreciation charges. Gross farm income in 1954 at \$2,624,700,000 compares with the all-time high of \$3,578,500,000 in 1951 and the 1953 estimate of \$3,226,700,000. The drop from 1953 was the result of very substantial declines in cash income from the sale of farm products and the value of year-end



changes in farm-held inventories of grains. Income in kind for 1954 was down about 2 per cent from 1953.

Farm operating expenses in 1954 are estimated at \$1,501,500,000, about 2 per cent less than the revised 1953 estimate of \$1,528,700,000 and 5 per cent below the peak of \$1,582,200,000 in 1952. Contributing largely to the reduction in farm operating costs were substantially smaller outlays for rent and hired labour, and somewhat lower expenditures for fertilizers, combine-harvesting, interest on indebtedness and some of the miscellaneous items.

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## **OFL Holds Conference On "Fair Practices"**

Establishment of a special branch to administer its Fair Practices legislation was urged on the Ontario Government by Sam Hughes, President of the Ontario Federation of Labour (CIO-CCL), in an address to the Federation's fourth annual Fair Practices Conference, held in St. Catharines April 30 to May 1. Mr. Hughes told the 150 trade unionists in attendance that the proposed branch "should be staffed by people who have had experience in group relations work; people who know the score as far as discrimination is concerned and people who can devote their full time to the job".

The Federation President paid tribute to the federal Department of Labour, which, he said, handles complaints promptly and efficiently in administering its Fair Employment Practices Act and also carries on an educational program explaining the legislation.

Kalmen Kaplansky, Director of the Jewish Labour Committee of Canada, told the conference that there was no division in the field of human rights and that "a united labour movement will fight all racial discrimination and enact legislation against such". He warned Canadians not to ignore the immigrants entering the country, remarking: "Either we accept them as equals or we must find some way to get rid of them. Which is the more practical?"

Understanding of the New Canadian was urged by Brendan Sexton, Director of Education of the United Auto Workers of America (CIO), who told the delegates that "our aim for the kind of society we want must be one of freedom and brotherhood for all".

The essence of democracy as distinct from communism and other forms of totalitarianism is a respect for the individual

as such, Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, told the conference.

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## **Human Rights**

"People are forgetting that many of the rights we now have—the right to organize, the right to a certain amount of security against unemployment, or against the hardships of old age, and the right to be treated with respect as individuals both on the job and in the community, regardless of our creed or colour—were fought in the labour movement," he said. "Labour has to remain vigilant to protect and enlarge these rights".

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## **Ontario Names Five Rehabilitation Advisers**

Five social workers last month were named by Ontario's Welfare Minister Goodfellow to the province's recently formed advisory committee on rehabilitation.

The Minister, who made the announcement at the annual meeting of the Ontario Society for Crippled Children on May 19, said that his committee advisers would be Col. E. A. Baker, Managing Director of the Canadian National Institute for the Blind; John G. Counsell, President and Managing Director, Canadian Paraplegic Association; R. W. Hopper, Executive Director of the Crippled Children's Society; Edward Dunlop, Executive Director of the Canadian Arthritis and Rheumatism Society; and Dr. Glenn Sawyer, Secretary of the Ontario Medical Association.

The committee, along with the newly-appointed Director of Rehabilitation Services, G. C. Price, would work on the co-ordination of rehabilitation work in the province, the Minister said.

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## **5 Times More Women Hold Jobs Than in 1900**

Over the half-century from 1901 to 1951, the number of women in gainful occupations in Canada multiplied almost five times, from 238,000 to 1,147,200. The proportion to every 1,000 males gainfully employed rose from 154 to 282.

Women in clerical occupations increased about 25 times, from 12,600 to 314,600.

These facts are presented in a bulletin, *Occupation and Industry Trends in Canada, 1901-1951*, issued by the Dominion Bureau of Statistics. The publication also describes the occupational changes that occurred between 1931 and 1951.

In the 20-year period, the number of women in clerical positions increased two-and-a-half times, from 117,500 to 314,600, with stenographers and typists more than doubling in number, from 65,000 to 133,500.

Sales clerks, during the 20 years, increased from about 45,000 to 95,000.

An increase of 9 per cent was recorded in personal service. Private domestic work showed a sharp decline but the number of waitresses more than trebled.

In the United States, the results of a study by the U.S. Women's Bureau of women's occupational progress during the last decade are contained in a recent bulletin, *Changes in Women's Occupations, 1940-1950*.

The study revealed that in each of the 446 occupations reported in the 1950 census at least some women were represented.

"The presence of women in all occupations, even though their representation is still small in some," states Mrs. Alice K. Leopold, Director of the Women's Bureau, "indicates their growing contribution to the economy of the United States and suggests an increasingly important role for women in the years to come."

#### **Other Facts**

Other facts brought out by the study show that the number of women in clerical occupations increased by two million. The number of secretaries, stenographers and typists alone rose by half-a-million.

Women in all operative occupations increased from nearly one million to about three million. The largest increases were in apparel factories, electrical supply plants and laundries.

The number of women editors and reporters doubled. Gains were also recorded in some technical occupations considered unusual for women, such as radio operators, athletes, sports instructors, surveyors and draftsmen.

Women performing general household duties in private homes decreased by almost 3,000.

#### **Job Prospects Improve For Older Women in U.K.**

A more favourable attitude towards older women workers is being shown by employers in the United Kingdom, according to Labour Minister Sir Walter Monckton. Speaking to the National Council of Women in London on April 17, he said it was becoming less frequent for employers to give an age when notifying vacancies.

"We know that nowadays many women return to employment in their forties and after having brought up their families. We are sometimes told that customers in the shops prefer younger women as shop assistants. We are told in the manufacturing industries that older women lack the necessary dexterity, or stamina, or keenness of sight. But I think it is easy to exaggerate the difficulties and employers ought not to overlook the corresponding qualities which older women can offer," Sir Walter said.

#### **Three N.Y. Firms Grant 11 Paid Holidays Yearly**

Three New York firms provide 11 paid holidays for their employees, it is shown in a survey of collective agreements by the state Department of Labor. Most of the collective agreements studied were negotiated in December 1954 and January 1955 and affected firms employing 50 or more workers.

Seafarers and marine engineers in New York City were granted 49 days' vacation after one year's service under the terms of an agreement concluded in January with a local steamship company. In a similar agreement with the same company, masters, mates and pilots were granted 49 days' vacation after one year's employment. In both cases, the old agreements had provided 42 days.

In the 74 agreements signed in December, an average hourly wage increase of 6.2 cents was provided. In 8 per cent of that month's agreements, there was no provision for a general wage increase and in the remaining agreements, the average hourly increase amounted to 6.7 cents.

#### **N.Y. State Completes Welfare Plan Survey**

Three-quarters of New York State's industrial workers are protected by employer-financed welfare plans, it was indicated by a survey made public last month.

The survey, said to be one of the most comprehensive ever undertaken in the health and pension field, took in 4,500,000 workers in factories, offices and other establishments covered by the state's Unemployment Insurance Act.

Most of the welfare programs were established under union-management agreements but some were the product of unilateral action by the employers. The larger a business establishment is, the survey showed, the more likely it is to provide benefits for its employees.



The sharpest contrast between large and small employers was noted in connection with pension benefits. The survey showed that retirement programs covered only 14 per cent of the workers in companies with fewer than 2,500 employees.

Two-thirds of the State's industrial work force get life insurance through an employer-paid program; 60 per cent get hospital insurance; 58 per cent surgical benefits; 47 per cent pensions; 32 per cent medical insurance and an equal percentage accidental death insurance.

### **Type of Plan**

Almost 2,500,000 employees are covered by plans providing hospital and surgical benefits, plus life insurance. Nearly 500,000 have every type of protection covered in the survey. In individual industry groups, the proportion of coverings ranged from 96 per cent in steel mills to 53 per cent in construction and 52 per cent in the service trades.

## **1954 Operating Income Of Railways Down 39%**

A sharper drop in revenues than in expenses cut the net operating revenues of Canada's 17 largest railways by more than 29 per cent last year and operating income by more than 39 per cent, the Dominion Bureau of Statistics has reported.

Net operating revenues fell 9 per cent to \$1,087,062,332 from \$1,194,711,157 in 1953, mainly as a result of a \$100,000,000 decrease in freight revenues to \$865,570,274. Operating expenses were reduced by about 7 per cent to \$1,013,914,299 from \$1,091,518,257, with decreases of \$39,000,000 to \$473,530,776 in transportation expenses and \$26,000,000 to \$225,765,970 in maintenance of equipment. This left a net operating revenue of \$73,148,033 versus \$103,192,900 in 1953. Operating income amounted to \$34,150,474 versus \$56,132,302.

Revenue freight carried dropped more than 7 per cent to 156,739,694 tons last year; and freight ton miles fell nearly 11 per cent to 58,053,053,000. The number of passengers decreased by slightly more than 1 per cent to 28,188,777 and passenger miles by more than 4 per cent to 2,857,872,000.

The railways employed 184,469 versus 199,937 in the preceding year, and the payroll amounted to \$630,964,767 versus \$691,519,990.

## **N.Z. Concerned About Over-Full Employment**

In New Zealand at the beginning of 1955 each unemployed person had a choice of 384 jobs. A year before he had only 162 jobs to select from.

Throughout the country there are only 35 persons registered as "disengaged"—28 men and seven women. Against this there are 13,450 notified vacancies—and many thousands more which employers have not bothered to report because it brings them little help.

The largest city in the country, Auckland, has only three unemployed and 2,287 job vacancies notified. Wellington, the second largest city, did not have a single unemployment registration in 1954.

The situation is causing concern in New Zealand. This was reflected at the annual conference of the Associated Chambers of Commerce. One speaker said: "I doubt if the extent of over-full employment is appreciated by the average person or even the average businessman.

"At present we see every day the situation of one employer bidding against another for staff. This is a luxury we cannot afford. The cost to our economy is too high."

Another said: "The cost of living is higher than ever because of conditions arising from over-full employment, including reduced work output and the bidding for labour. It has resulted in lessening of the margin of reward for skill and it has brought social problems through easy money for young people."

The Chambers of Commerce conference decided to recommend that the government re-examine its immigration policy and study proposals for employing the available labour to the best advantage.

## **N.Y. Group Issues Study of Antagonish Movement**

The Student League for Industrial Democracy, New York, has recently published a booklet, *The Quiet Revolution*, which is a study of the Antagonish Movement which began at St. Francis Xavier University in Nova Scotia just after the First World War.

The booklet forms part of the SLID's educational program for increasing democracy in the economic, political and cultural spheres of life. The Student League for Industrial Democracy is one of the oldest campus political societies in the United States.

The Antigonish Movement is based on the building up of trade unions, co-operatives and study groups. It is first and foremost, the booklet states, an adult education movement. Its purpose is to build people, both individually and as part of a group, and to make them responsible and functioning citizens in the community.

The opinion was expressed, in a review of the booklet, that the Antigonish Movement might well set a pattern which may some day be followed by missionaries throughout the world; it is a program which, the review said, could be effectively utilized in the fight against the tyrannies of Soviet imperialism and of poverty.

### **Many Govt. Departments Joining PSI Medical Plan**

A pre-paid group medical services plan, whose schedule of rates paid to medical doctors for service to its subscribers is based on fees approved by the Ontario Medical Association, has enrolled members in 14 federal government departments, including the Department of Labour.

The plan, Physicians' Services Incorporated, is complementary to those covering hospitalization expenses. Sponsored by the Ontario Medical Association, PSI covers expenses for medical treatment and services both in and out of hospital, including diagnosis, consultations, operations, anaesthesia, inoculations and testing for eye glasses, but does not cover hospital charges.

To be accepted for membership a group has to comprise 75 per cent of an organization's payroll.

At present, groups in the following government departments have become PSI members: Agriculture, Insurance, National Revenue, Veterans Affairs, Trade and Commerce, Citizenship and Immigration, Mines and Surveys, Transport, and Labour. The following government boards and agencies have also joined PSI: Auditor General's Office, Treasury Board, Unemployment Insurance Commission, Defence Research Board and the Public Archives.

PSI groups are also well represented in industry, labour unions and provincial and municipal corporations, e.g.: Ontario Hydro-Electric Power Commission, Bell Telephone, United Automobile Workers, General Motors and subsidiaries, Polymar Corporation, Goodyear, Firestone, Ford, Abitibi Power & Paper, Imperial Oil, Ontario Civil Servants, Lever Bros., Canadian Industries Limited, Dow Chemical and many other large Ontario corporations.

### **India's 5-Year Plan Aims To Increase Employment**

The twin objectives of India's second Five Year Plan are to be the provision of new employment for ten to twelve million people and an annual increase of five per cent in the national income. This was disclosed at the National Development Council meeting in New Delhi on May 6.

The meeting also approved the program to cover the whole of India with National Extension Service by the end of the plan period to bring half the rural population of India under Community Projects.

India's Prime Minister Nehru, addressing the council meeting, said that probably the most effective and most far-reaching project was the one relating to community development.

Community Projects, he said, should be the focal centres of future planning so that they could push ahead with the second Plan in many ways, for example, in the field of village industries. They had to undertake a program of village and cottage industries on a big scale because of the need to provide employment and to produce consumer goods. To achieve best results, they should balance large-scale production with cottage industries.

A three-fold increase in welfare projects during the second Five Year Plan period, he said, had been decided on by the Central Social Welfare Board.

The role of labour in the formulation of India's second Five Year Plan was the main topic of the Indian Labour conference held at Bombay in mid-May.

Indian Labour Minister Khandubhar Desai, addressing the conference, said: "The ideal of establishing a socialistic pattern of society calls for greater creative effort and ungrudging sacrifice on part of the rich and much patience on part of the less fortunate."

There can be no sharing of wealth until wealth is created, he said. Socialism cannot, therefore, have any real meaning until the nation as a whole decides to produce more wealth. That is, he said, the crux of the whole problem.

"One of the grave problems," the Minister said, "that the Second Plan would be called upon to tackle was that of unemployment. Unless more vigorous measures were taken, the natural increase in labour force would get the better of India's modest efforts to create employment.

"I think," he warned, "we should be most cautious about labour-saving machinery which sacrifices men at the altar of machines."



On strikes, he said: "In a democracy based on adult franchise, strikes and lock-outs have not only become outdated but are positively harmful for the very purpose for which they are used." He believed "that in a planned economy which we are following in this country, there should be no need for any strikes or lockouts and hence no justification for them".

The Minister said: "During the period of the second Five Year Plan great impetus should be given to process of mutual negotiation and of arbitration or adjudication."

## **Milton Gregg's Portrait Given to N.B. University**

A portrait of the Hon. Milton F. Gregg, Minister of Labour, was presented to the University of New Brunswick at a ceremony on May 11. Mr. Gregg was President of the University from 1944 to 1947.

Dr. Colin B. Mackay, UNB's President now, received the portrait, which was painted by Liliat Terrace Newton, well-known Canadian portraitist.

## **Proceedings of Parliament of Labour Interest**

April 25

### **Unemployment Insurance**

When questioned concerning the Government's reply to the Canadian Congress of Labour request for extension to May 31 of the period for payment of supplementary benefit, the Minister of Labour stated he had no reply to make other than that made immediately before the Easter recess, namely, that the whole matter had received exhaustive study, by both the Commission and the Government, and it had been decided to maintain the limiting dates of January 1-April 15.

On April 26, the Minister of Labour moved the second reading of Bill No. 328, to amend and consolidate the Unemployment Insurance Act.

Debate on the Bill was resumed on May 9.

Opposition to a reduction of the maximum benefit period from 51 to 30 weeks was voiced by Mrs. Ellen Fairclough (Hamilton West) and several other members.

The question of permissible earnings was raised by Mrs. Fairclough, who said:

I should like also to make some remarks with reference to permissible earnings. I hope that when we are in committee the Minister will be able to tell us just what type of thinking prompted the limitation on a man earning from \$6 to \$8 a week to earning more than an additional \$2 a week while the man who receives \$30 a week is to be allowed \$13 a week in addition. Under the old Act and regardless of the benefit classification, a man was permitted to earn up to \$2 a day, which frequently amounted to some \$14 a week and in the majority of cases amounted to about \$12 a week.

Mrs. Fairclough expressed disappointment that there was no provision for the appointment of a woman commissioner.

This, she felt, should be done even if it meant enlargement of the Commission by one person. She would also like to see women appointed to the advisory and national employment committees and to boards of referees.

Elmore Philpott (Vancouver South) brought up the question of disqualification from benefit of pregnant women. Some of the most vexatious cases are those arising out of this disqualification, he said:

It seems to me that when the Act was framed in the beginning there was some justification for this provision, but now that we have had 12 to 15 years' experience of the legislation in operation we have learned enough to establish that to include pregnant women in the benefits of unemployment insurance would not cause any undue drain on the finances of the country and would remove what I think is a great human grievance.

Other criticisms concerned broadening of the coverage to include fishermen, farm workers, workers in lumbering and logging and hospital employees; the effect on retired persons of the shorter benefit period; inclusion of service personnel on a contributory basis; establishment of a higher category for employees in the top salaries group.

The various points raised were noted by the Minister of Labour, who said there would be an opportunity for closer examination of the Bill when it goes before the Standing Committee on Industrial Relations.

The Bill was then read the second time and referred to the Standing Committee on Industrial Relations.

April 27

### Five-day Week in Public Service

Commencing June 1, 1955, the five-day 40-hour week is to be extended to stationary engineers and firemen employed by the federal Government, the Secretary of State informed the member for Winnipeg North Centre, Stanley Knowles.

Implementation of the five-day week, he further stated, will not be applicable to heating staffs in hospitals, convalescent institutions, establishments and services maintained to provide living accommodation or furnish messing facilities, penitentiaries, farms, fish hatcheries and national parks, or in centres where general application of the five-day week has not been authorized.

April 28

### Vocational Training

When asked by Erhart Regier (Burnaby-Coquitlam) for assurance "that the federal Government is not planning to cease giving assistance to vocational training in Canada," the Minister of Labour replied that this matter will be considered when his Department's estimates are before the House. He added:

I can assure hon. members at once that the Government and the Department of Labour are at present continuing in the field of vocational training exactly as they have done in recent years. The only change that has occurred during the last 12 months has been that long-term agreements with the provinces have expired, but we are continuing in exactly the same manner while consideration is being given concerning their renewal.

April 29

### Unemployment Assistance

Questioned by the member for Prince Albert, J. G. Diefenbaker, if the plan for unemployment assistance submitted to the federal-provincial conference as representing the point of view of the Government will go into effect only if accepted by all provinces, or whether it may be accepted by one or two provinces and not by others, the Prime Minister said:

There has been no consideration given to the matter of whether it would be accepted by one or two and not by the others. It is a plan which is put forward in an effort to try not to distinguish between persons in need who might be considered by some as employable and by others as unemployable, and to have the same authorities dealing with all those in need regardless of whether they should be considered as employable or unemployable. It has not reached the point yet where an answer could be given to the hon. gentleman's question. That would

depend upon the feeling of those attending the conference and representing all the provinces.

"What is the Dominion's attitude?" Mr. Diefenbaker inquired, to which the Prime Minister replied:

The Dominion's attitude is that it would like to see a system established and administered by local authorities which would avoid the situation which has existed of saying this is one's responsibility and that is another's responsibility; to try to remove the inconvenience to the individual resulting from diverging views about the question of responsibility and have a concrete formula that where there was a real need help would be extended, and that it would not be the concern of the applicant as to who was going to provide ultimately what was paid to help him or in what proportion.

May 3

### Industrial Status of Women

Mrs. Ellen L. Fairclough asked the Minister of Labour if Government policy has changed in regard to the principle of equal pay for equal work and, if so, if it is the intention to introduce appropriate legislation this session.

The Minister's reply was that an announcement will be made if and when the Government changes its position.

May 6

### Small Loans Act

H. R. Argue, member for Assiniboia, moved the second reading of a Bill to amend the Small Loans Act.

The Amendment, if passed, would have the effect of reducing the maximum interest rate that may be charged by small loan companies from two per cent to one per cent per month, and to make the maximum ceiling one per cent per month for the whole period over which the loan may be repaid.

May 9

### Vocational Training Assistance in N.S.

Questioned by S. R. Balcom (Halifax) as to the contribution made by the federal Government in 1954 towards vocational training in Nova Scotia, the Minister of Labour replied:

Federal government contributions in respect of programs operated under the Vocational Training Act in Nova Scotia for the fiscal year 1953-54: Training of unemployed, \$76,741.15; youth training, including student aid, \$39,099.37; training for the armed forces, \$5,917.63; training of workers for defence industries, \$56,947.26; apprentice training, \$47,312.60; assistance to vocational schools, annual allotment, \$119,559.39; vocational correspondence courses, \$309. Complete figures for fiscal year 1954-55 are not yet available.



# Jobs Created by Plant Expansion during First Quarter of 1955

At least 8,000 new jobs created by manufacturing plant expansion in first quarter of 1955 compared with 11,000 in same period last year

In the first quarter of 1955, less expansion was reported in Canadian manufacturing industries than in the first quarter of 1954. This is in line with the trend of moderate yearly declines in expansion (including new plants, plant extensions and new rental facilities) in evidence since the peak in 1952.

The plant expansion survey by the Economics and Research Branch of the Department of Labour indicates that new facilities requiring 8,000 workers had been confirmed during the first three months of this year, compared with 11,000 during the same period last year. Previous surveys have shown that more than half the new jobs to be created in the year are reported by the end of the first quarter.

Although total requirements for staffing new facilities were smaller this year, two of the industries surveyed indicated higher requirements. Four, however, expected their requirements to be considerably smaller and the remainder estimated them at about the same figure as last year.

## Industrial Distribution

The industrial distribution of new jobs so far in 1955, as in 1954, is broader than during 1952 and 1953, when 75 per cent resulted from expansion in four industries: chemical products, electrical apparatus, iron and steel products and transportation equipment manufacturing. In 1954 and the first quarter of 1955, these industries accounted for only about 40 per cent of the new jobs created.

Slightly more new jobs are expected in the **textile industry** so far this year. Expansion has been limited in this industry in recent years because of market conditions for textile products. Synthetic textiles manufacturing, however, has expanded considerably and it is expected that at least one major expansion project will be completed in this segment of the textile industry in 1955.

The **transportation equipment industries** created more jobs through expansion between 1948 and 1954 than any other

industry group, largely because a number of the defence associated industries are included in this classification. Nearly 80 per cent of the estimated 29,000 new jobs created in these industries during this period became available in 1952 and 1953, following the increase in defence expenditures occasioned by the outbreak of the Korean War. About 65 per cent of the expansion was in Ontario.

At least 16,400 additional workers were required in this group of industries in 1952 as the result of plant expansion, and 6,600 in 1953. After defence expenditures levelled off, the number dropped sharply to 1,300 in 1954. To date, at least 1,300 new jobs are reported for this year but most of these will be in the automobile industry.

The **electrical apparatus industry**, another fast-growing industry, created at least 15,000 new jobs between 1948 and 1954. About half this total became available during the period of high defence production. The survey indicates a sharp decline for 1955, only 400 new jobs being expected to date, compared with 1,600 at the same time last year. Much of the expansion in 1954 resulted from the rising level of sales of television sets. Although the sales have continued to rise, existing facilities have been made more adequate and the rate of expansion has diminished.

Expansion is also decreasing in the **iron and steel products industry**. In the first quarter this year, 800 new jobs were reported, compared with 1,700 during the same period last year. Between 1948 and 1954, this industry group created 18,400 new jobs, more than 7,000 of which became available in 1952 and 1953. Last year, 2,250 new jobs were created despite a decline in employment of 10 per cent from the 1953 level. It should be pointed out, however, that on the average the new jobs created in one year are the result of investment in new plant facilities made the preceding year. The reduced level of investment for new facilities in 1954 is being reflected in the reduced requirements for additional workers this year.

## Regional Distribution

The regional distribution of new jobs also appears to be changing slightly. Expansion continues to be limited in the Atlantic region but the Quebec region in the first quarter this year accounted for 17 per cent of the new job total, compared with 22 per cent at the same time last year. Fifty-six per cent of the new jobs are in Ontario, compared with 48 per cent in 1954, and eight per cent are in the Prairie region, compared with 13 per cent last year. The Pacific region claims 14 per cent of the total so far, compared with 13 per cent in 1954.

Allowing for about a year's lag between investment in new manufacturing facilities and their staffing, the quantity of new jobs created each year has reflected closely the

general economic situation in Canada. Following the outbreak of the Korean War, many new facilities were required and it was between 1951 and 1953 that 56 per cent of the 128,000 new jobs created in the 1948-1954 period became available. The slackening-off in economic activity after mid-1953 began showing up in the diminishing requirements for the staffing of new facilities in 1954 and is continuing to be reflected in the much lower new job total so far this year. It is still too early to determine what influence the recent pick-up in economic activity will have on expansion of manufacturing facilities this year. Even if a new burst of expansion does occur in 1955, the demand for workers to staff the new facilities will not be felt until 1956.

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# 13<sup>th</sup> Annual Conference of the Personnel Association of Toronto

Government economist forecasts future business prospects and problems  
and TLC President outlines the aims and ideals of Canadian workers

Canada's economic growth will be somewhat slower than it has been in recent years and recessionary influences, if and when they appear, will be more difficult to deal with than they have been in the post-war period, O. J. Firestone, Economic Adviser to the Department of Trade and Commerce, told the 13th annual conference of the Personnel Association of Toronto, held in that city April 21 to 22.

Another speaker at the conference whose remarks are of interest to labour was Claude Jodoin, President of the Trades and Labour Congress of Canada. Mr. Jodoin told the meeting about his organization's goals and suggested that the corporations represented at the conference co-operate with labour in trying to have the Canadian workers' ideals realized. Other prominent speakers were L. A. Forsyth, President of Dominion Steel and Coal Corporation Ltd., who spoke on energy and the power deriving from it, and Jules J. Justin, of Presentations of Canada Limited, whose address was titled "How to Arbitrate the Grievance Case".

## O. J. Firestone

Mr. Firestone pointed out several factors which he believed would contribute to a reduced economic growth in the next

several years compared with the period 1945-53. These included: the absence of any backlogs of unfilled civilian orders sufficiently large to keep industry going for several months, the reduced effect of rearmament as "a particularly stimulating force in the Canadian economy assuming no world war or no further deterioration in international relations", a slower rate of population growth and family formation and increased external and internal competition for Canadian industry from foreign producers.

Mr. Firestone said he had "great confidence in the ability of the Canadian economy to continue on its road of expansion" but added that "if we are realistic enough we have to admit that we are likely to face greater difficulties in achieving continuing economic expansion over the next several years than we did face for most of the post-war period".

Turning to the "decade that will follow", Mr. Firestone indicated several factors that "suggest a more rapid rate of expansion". Among these, he cited the higher rate of population growth and family formation expected in the mid-sixties arising from the record number of children born during the war and in the immediate post-war period. The government economist said that more



families and more children "will have the effect of increasing significantly the size of the domestic market, from baby carriages to motor cars, from new homes to added school and hospital facilities".

Turning to the problem of adjustments Canadian industry must now meet, Mr. Firestone suggested the following: development of measures designed to stabilize farm income and to facilitate exports of farm machinery on credit "where the risk factors encountered are reasonable"; tighter anti-dumping regulations in such industries as textiles and electrical equipment; "the concerted efforts" of management and labour to cut costs, increase efficiency, create new designs and develop new markets; and the "growing realization" of business and labour that increased costs cannot be passed on to the consumers at all times.

Noting that unemployment increased in 1954 when both the foreign and the domestic markets contracted as the labour force and the economy's productive capacity expanded, Mr. Firestone said that as long as markets kept on expanding "in line with our increasing capacity to produce," a continuing high level of employment can be achieved without being accompanied by any relative rise in the level of unemployment.

The problem of increasing our markets as our productive capacity expands "is the challenge Canadians are facing," Mr. Firestone said. He added that in this country many projects are necessary which can absorb this increasing productivity. Among these he cited housing, roads, schools, hospitals, the preservation and development of our natural resources, transportation facilities and assistance to "less fortunate" countries.

Expressing the opinion that business prospects for 1955 are encouraging, Mr. Firestone concluded by stating that "a slowing down in the rate of economic expansion does not necessarily mean an increase in unemployment. It can bring a decline in unemployment if sensible policies are pursued and the national and international climate is favourable".

## Claude Jodoin

Suggesting that corporations work with labour in trying to have the ideals of workers in Canada realized, Claude Jodoin, President of the Trades and Labour Congress of Canada, outlined to delegates the various goals sought by the TLC. He pointed out that the Congress, representing more than 600,000 workers, was the largest single

organized group of producers and the largest single group of consumers in the country.

In the field of social security, the TLC seeks a government subsidized contributory national health insurance scheme, low-rental housing and slum clearance, the TLC head said.

Supporting the goal of an increased population for Canada, Mr. Jodoin called for planned immigration and the establishment of an immigration commission representative of management, labour and government. He said "immigration that is not planned and bears no relation to national development needs causes only harm to the newcomer and to those who are already here and especially to those out of a job or on short time". The TLC President called for a restriction on all immigration during the winter and off-season months.

In the field of labour relations Mr. Jodoin urged amendment of the British North America Act so that the provisions of the Industrial Relations and Disputes Investigation Act would be applicable in all provinces, the mandatory check-off of union dues when proper authorization is made by the recognized bargaining agent, and the inclusion of federal government employees under the labour code with the right to bargain collectively.

Enactment by Parliament of a Bill of Rights, guaranteeing freedom of speech, freedom of religion, freedom of press and other means of communication, the right of lawful assembly, association and organization, freedom from interference with private life, home, family or correspondence, freedom from arbitrary arrest or detention and the right to be informed of any charges that may be made against an individual, was urged by Mr. Jodoin. He said that the Congress holds that these rights should be enjoyed by every citizen of Canada, without any distinction based on race, religion or sex.

Among the other Congress objectives outlined by the President were:—

Appointment of a Prices Spreads Committee to inquire into all factors affecting the retail prices of food, clothing and other household goods.

Availability of federal financial aid to all provinces.

Nationalization of public utilities.

Adequate protection against the dumping of goods in Canada.

Government encouragement of and assistance in the development of natural resources.

An immediate program of public works.

*(Continued on page 652)*

## 50 Years Ago This Month

Lever Brothers introduce retirement and death benefit plan financed solely by employer for employees with 15 years' service--on January 1, 1905. Payments could stop to persons "addicted to intemperance"

A retirement and death benefit plan, financed solely by the employer and covering all male and female workers and the widows and children of deceased employees, was introduced on January 1, 1905, by Lever Brothers Limited, Toronto. An article in the June 1905 issue of THE LABOUR GAZETTE describes the scheme.

Canadian employees of the firm were not immediately eligible for benefits from the fund as operations in Canada had been established for only five years and payments were to be made only to those with 15 or more years' service.

Under the provisions of the fund, every employee retiring after at least 15 years' service at age 65 if a male, and 55 if a female, was to receive a yearly pension equal to 1-60th of his last year's salary or wages multiplied by the number of years' service, including the period before the establishment of the fund, but not to exceed \$1,500 a year. Thus the worker receiving \$500 a year who retired at age 65 after 30 years' service was paid a yearly pension of \$250.

On the death of an employee after at least 15 years' service, or on the death of a retired worker, the trustees of the pension fund were entitled to pay to the widow a yearly allowance of 1-120th of the deceased's salary multiplied by the number of years' service, and to each surviving child under 17 (but not exceeding five in number) one-fifth of the widow's allowance. Thus, the widow of a deceased employee (whether or not retired) who had 30 years' service and earned \$500 per annum was eligible to receive an annual allowance for herself of \$125 and \$25 for each child.

The plan also made provision for employees who were forced to retire through injury or ill-health and the widows and surviving children of any such workers who were retired because of conditions beyond their control were also provided for in the scheme.

One of the pension fund clauses empowered the trustees to stop payments "to persons addicted to intemperance or guilty of improper conduct, or to persons who have received compensation under the

Employers' Liability or Workmen's Compensation Acts, unless the trustees shall consider such compensation inadequate".

Another clause stated that "the right of the company to deal with their employees is to remain unfettered and the establishment of the fund is not to be regarded as relieving employees of their duty to provide for old age or incapacity or for those dependent on them, as their means may permit".

May registered one of the smallest number of labour disputes of the year and in no part of the country were industrial conditions "seriously affected by them for more than a few days", the GAZETTE reported in its monthly appraisal of the industrial scene. The GAZETTE said that a noticeable feature was the decline in the number of serious disputes in the building trades, only three having been reported in existence as against 12 in May 1904.

The total number of disputes in existence during May was 12 compared with 11 in April and 31 in May 1904. About 32 establishments and 557 workers were directly affected and about 15 firms and 166 employees indirectly affected. Including one dispute which began before May 1, there were in all 49 firms and 868 workers affected directly and indirectly by trade disputes during the month, the GAZETTE reported.

The approximate loss of time to employees during the month was estimated at 10,100 working days, an increase of 950 compared with the previous month but a decrease of 22,958 compared with May 1904.

Meat price increases in numerous localities in Ontario and Quebec were reported in the monthly review of the cost of living in the country. The price of bread also increased in certain areas, e.g., from three to four cents a loaf in Guelph, Ont. Farm produce continued to remain firm in price while the wholesale price of sugar and rice declined in a large portion of the country.

Housing was reported to still be very difficult for workers to obtain, particularly in Moncton, N.B. The shortage was reported unimproved in Toronto, Hamilton, Galt and other Ontario municipalities.



# International Labour Organization

## Director-General's Annual Report

ILO Director-General David A. Morse raises questions for discussion at Organization's 38th Conference this month, reports that increasing acceptance of unions results in improved co-operation in some places

New industrial problems likely to result from further technological developments in industry and a recommendation that an international discussion be held on ways and means to create a more effective relationship between workers and employers were prominent features of the annual report of the International Labour Organization's Director-General, David A. Morse. Mr. Morse's report raises questions for delegates to discuss at the Organization's 38th conference in Geneva this month. The Conference opened June 1.

The Minister of Labour, Hon. Milton F. Gregg, is attending the Conference and Canada is represented by the following delegation:—

*Government Members:* A. H. Brown, Deputy Minister of Labour, Government Delegate and Head of the Delegation; Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch, Department of Labour, Government Delegate; Hector Allard, Canadian Permanent Delegate to the European Office of the United Nations, Alternate Government Delegate; and Ian Campbell, National Co-ordinator, Civilian Rehabilitation Branch, Department of Labour; C. R. Ford, Assistant Director, Canadian Vocational Training Branch, Department of Labour; and Dr. J. W. Willard, Director, Research Division, Department of National Health and Welfare, all Advisers to the Government Delegates.

*Worker Members:* Andrew V. Cooper, Executive Board Member, United Brotherhood of Carpenters and Joiners of America (AFL-TLC), Worker Delegate; John Brady, United Automobile Workers of America (CIO-CCL); S. M. Hodgson, Vice-president, District No. 1, International Woodworkers of America (CIO-CCL); J. G. McLean, Member, National Legislative Committee (Canada), International Railway Brotherhood; Jean Marchand, General Secretary, Canadian and Catholic Confederation of Labour; and Albert Mayer, President, Saskatchewan Civil Service Association, all Advisers to the Worker Delegate.

*Employer Members:* A. W. Campbell, Vice-president and Secretary, Canadian Westinghouse Co., Limited, Employer Delegate; G. C. Bernard, Manager, Ontario Division, Canadian Manufacturers' Association; J. A. Brass, General Secretary, Railway Association of Canada; S. M. Gossage, Assistant Manager (Personnel), Canadian Pacific Railway Company; J. Arthur Lapres, Assistant to the President, H. J. O'Connell Co., Limited; W. J. McNally, Manager, Policy Department, Canadian Chamber of Commerce, Representative of the Employers' Committee on the ILO; all Advisers to the Employer Delegate.

Mr. F. J. McKendy of the Economics and Research Branch, Department of Labour, is Secretary to the Delegation while Hon. A. E. Skaling, Minister of Labour, New Brunswick, is accompanying the Canadian delegation as an observer.

### The Report

Referring to the increasing growth and development of industry, Mr. Morse said: "Many of the skilled crafts of the past are declining in relative importance as new opportunities—especially for white-collar workers, technicians, supervisors and engineers—are opening up." He added that though 60 per cent of the world's population still earns its living from hunting, fishing and agriculture, from two-thirds to four-fifths of the workers in the more advanced countries are now engaged in non-agricultural occupations.

The Director-General said that he did not feel that good industrial relations could be attained through legislation alone but depended in the long run on the efforts of the two most interested parties—the workers and the employers. In this connection he said:

Widening recognition that rising productivity is essential for raising standards of material prosperity has been responsible for a perceptible shift of emphasis in labour-management relations towards "collective thinking rather than conflicting bargaining".

For in the last analysis efforts to develop higher productivity depend very largely on improved co-operation within industry between management and the various categories of workers concerned and their organizations.

This is perhaps the most urgent and important single area requiring joint endeavour in the years to come.

Referring to predictions that a second industrial revolution is beginning, Mr. Morse took note of the introduction to industry of machines that operate factories and which are controlled very largely by automatic means.

"Improved technology and changes in social outlook are giving us," Mr. Morse said, "the possibility of raising our sights. Yet I am often struck by the singular lack of interest in the social and human problems of industry combined with uncertainty as to what might be done about them". He declared that, to some extent, political tension and economic stability have tended to divert attention from social and labour problems. But, he continued:

I am persuaded that the only sound approach is rather to focus attention on these problems as one fundamental cause of instability and tension and to redouble efforts to meet them with foresight, understanding and efficiency, and with a particular emphasis on strengthening the human foundations for good teamwork within industry and for the increased production and productivity which must underlie any lasting improvements in labour and social standards.

Referring to the United States and, to a lesser degree, many European countries, Mr. Morse pointed to the growth of a salary-earning class in the service industries and of white-collar jobs in manufacturing and suggested that this contains "a good part of the answer to those who fear that machines take the bread out of men's mouths".

Continuing his appraisal of the growth of a class of technicians in industry, the ILO official cited the United States, where the size of the foreman group had increased by 60 per cent between 1940 and 1950, and Sweden, where the number of salaried employees has increased five-fold between 1915 and 1950.

In view of the more complicated processes now being introduced into industry and the need for more specialized and highly trained workers, Mr. Morse emphasized the necessity for a well-educated labour force. In this instance he mentioned the use of vocational guidance services and aptitude testing. These, he said, were being used in such countries as Brazil, Greece, Israel and Indonesia which were in the process of becoming industrialized.

Mr. Morse said that about half the ILO's total technical assistance program is made up of projects aimed at helping governments to develop or improve facilities in the youth training field. He added: "The continuing demand for new skills seems to make certain types of skill shortage a continuing and world-wide problem".

Turning to labour-relations, the Director-General said that in certain countries opposition to the growth of trade unions is becoming "increasingly rare". He continued: "There has been an equally significant evolution in the attitude of trade unions, manifested by an increased concern for the national economic health and by an increasing comprehension of the need for greater industrial productivity as a condition for continuous social progress. This modification of outlook on the part of the wage-earners has tended to widen the area of concerted action with employers".

Reiterating his opinion that good industrial relations cannot be attained through legislation alone, Mr. Morse called for more study on the "human problems in industry". He said that as industrialization proceeds, workers and productive operations will tend to be concentrated in relatively larger units and that as the contribution of each individual becomes more specialized and limited, contacts with management and often with trade unions will become more remote, more formal and more impersonal.

Mr. Morse stressed the particular needs of the underdeveloped countries, in most of which, he said, "the human factors in the industrialization process are still far from being adequately recognized".

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## Personnel Association of Toronto

*(Continued from page 649)*

At the annual election of officers, Gordon F. Harrison was elected President. Mr. Harrison is Director of the Industrial

Relations Department of the John Inglis Co. Limited and English Electric Company of Canada Limited.





Both management and labour at the firm of John Wyeth & Brother (Canada) Limited in Walkerville, Ont., believe that labour-management committees are vital to business. Raymond Meredith, President of Local 368, United Gas, Coke and Chemical Workers of America (CIO), the bargaining agent, said:—

“Employee-management groups are a vital necessity to business. There is a gap between labour and management, apart from the signed working agreement, that requires attention.

“Any employee-management committee works outside the union contract, although it is important that a union officer be a part of this committee. Members consist of elected plant employees representing the many departments of the company. Participation in these groups gives them a feeling of being vital to plant operation, and the harmonious relationship thus created is amazing.”

Speaking for management, Gordon Gray, President and General Manager of the firm, said:—

“The labour-management group in the Wyeth organization is known as our operational committee. It was formed and began its activities back in February 1944. We are intensely proud of all the people who have served so well in its activities during the past 11 years to produce its fine record of accomplishments.

“The efforts of the group are widely diversified, but each phase is considered very important. Certainly many of the results are not measurable in cold dollars and cents, but they are strikingly apparent in the warmth of ever-improving morale and human relations—the priceless assets of any industrial organization.”

\* \* \*

Writing in the *Casco Kernel*, employee publication of the Canada Starch Company, Limited, Cardinal, Ont., Cecil Crowder, an official of Local 483, Retail, Wholesale and Department Store Union (CIO-CCL) has said that plant safety depends on teamwork.

The labour-management committee at the Canada Starch plant has been doing excellent work, especially in the field of

safety, and Mr. Crowder's statement provides an example of the importance of safety to the man on the job. He said in part:—

“It is part of our Cardinal tradition to work together, to help the other fellow out. You can call it teamwork, being a good neighbour, sportsmanship, or the buddy system—but it is the way we get things done smoothly and quickly.

“Teamwork keeps production high at the plant. In fact, it is teamwork—between employees and management—that has pushed production in the nation to an all-time high. Well, teamwork prevents accidents, too. Teamwork for safety can push accidents down to an all-time low. All we have to do is think of the other fellow's safety as well as our own. It is just a matter of good citizenship and good sportsmanship.”

\* \* \*

“Third Dimension,” a dramatized broadcast on labour-management co-operation, was recently presented as a feature of “Cross Section”, a CBC program on topics of general public interest. This presentation was the second over a Canadian radio network.

The drama was originally written and produced under the auspices of the Labour-Management Co-operation Service in March 1953. Response to the broadcast was widespread.

A commentary by a staff member of the Labour-Management Co-operation Service followed the dramatized portion of the broadcast. The plot revolved around a newspaper man with a rather cynical approach to co-operation in industry. He draws an assignment to investigate joint consultation in a plant and in the course of his interviews learns why and how labour and management work together.

The story describes an incident relating to a problem which had threatened the firm's existence and the solution found to the problem through co-operation. Through meeting and talking with representatives of labour and management and hearing their views, he finds that his ready-made opinions on labour-management relations are wrong.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued six certificates designating bargaining agents, ordered two representation votes, and allowed the withdrawal of one application for certification. During the month, the Board received two applications for certification.

### Applications for Certification Granted

1. Brotherhood of Railroad Trainmen on behalf of a unit of conductors employed by the Midland Railway Company of Manitoba, Winnipeg, in its passenger and freight train service (L.G., March, p. 298).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of technical employees of the Western Ontario Broadcasting Co. Ltd., Windsor, Ont., employed at Station CKLW and CKLW-TV (L.G., March, p. 298).

3. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, on behalf of a unit of employees classified as rigger employed by Dutton-Mannix Companies Ltd. at Nisutlin Bay at Mile 803.5 on the Alaska Highway, Y.T. (L.G., April, p. 425).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by the Canadian National Railways in its Newfoundland Steamship Service (L.G., April, p. 425).

5. St. Maurice District Radio Employees' Union on behalf of a unit of employees of Shawinigan Falls Broadcasting Co. Ltd., employed at Radio Station CKSM, Shawinigan Falls, excluding the general manager, chief engineer, accountant and program director and announcer from the bargaining unit (L.G., May, p. 541).

6. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by The

Packers Steamship Company Limited, Vancouver, while the vessels of the company are engaged in freighting operations (L.G., May, p. 541).

### Representation Votes Ordered

1. Seafarers' International Union of North America, Canadian District, applicant, and Lake Shore Lines Ltd., Lachine, Que., respondent (*SS Island King II*) (L.G., Sept. 1954, p. 1280).

2. Brotherhood of Railroad Trainmen, applicant, and Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., respondent, and Order of Railway Conductors and Brakemen, intervener (L.G., May, p. 541). The names of the applicant and intervener will appear on the ballot.

### Application for Certification Withdrawn

Saguenay and Lake St. John Telephone Employees' National Syndicate, applicant, and The Bell Telephone Company of Canada, respondent (L.G., May, p. 541).

### Applications for Certification Received

1. International Association of Bridge, Structural and Ornamental Iron Works, Local 97, on behalf of a unit of structural iron workers employed by Edgar Bickerton Bridge and Structural Steel Erectors Ltd., Vancouver, on the project located at Mile 897, Lewes River, Y.T., and elsewhere in the Yukon Territory (Investigating Officer: D. S. Tysoe).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of the St. Charles Transportation Co. Ltd., Quebec (Investigating Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During April, the Minister appointed conciliation officers to deal with the following disputes:—

1. Shipping Federation of British Columbia, Vancouver, and Local 509, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

2. Atomic Energy of Canada Limited, Chalk River, and Local 165, American Federation of Electrical Engineers (Conciliation Officer: H. Perkins).

## Settlements Reported by Conciliation Officers

1. Transit Tankers and Terminals Limited, Montreal, Que., and Canadian Merchant Service Guild, Inc. (Conciliation Officer: R. Trépanier) (L.G., Dec. 1954, p. 1725).

2. Macdonald Hotel (Canadian National Railways), Edmonton, and Local Union No. 857, International Union of Operating Engineers (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 170).

3. Ogilvie Flour Mills Company Limited, Winnipeg, and Local 520, United Packing-

## Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

## Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax, and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department, in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

house Workers of America (Conciliation Officer: J. S. Gunn) (L.G., May, p. 541).

4. Shipping Federation of Canada, Inc., Montreal, and Local 1657, International Longshoremen's Association (Checkers) (Conciliation Officer: R. Trépanier) (L.G., May, p. 541).

### Conciliation Board Reports Received

During April, the Minister received the reports of the following Boards of Conciliation and Investigation which he had established:—

1. Prince Edward Hotel (Canadian National Railways), Brandon, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, p. 300). The text of the report is reproduced below.

2. Fort Garry Hotel (Canadian National Railways), Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, p. 300). The text of the report is reproduced below.

### Strike Action Following Board Procedure

1. Anticosti Shipping Company, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1954, p. 1725).

2. Lakehead Terminal Elevators Association representing elevator companies at Fort William and Port Arthur and Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 172).

### Industrial Inquiry Commission Appointed

In April, the Minister appointed Eric G. Taylor, Toronto, as an Industrial Inquiry Commission to mediate the issue in dispute between the Lakehead Terminal Elevators Association representing elevator companies at Fort William and Port Arthur, and Local 650, Brotherhood of Railway Clerks, Freight Handlers, Express and Station Employees (see above). A settlement of the dispute was reached on April 20.

## Report of Board in Dispute between

Prince Edward Hotel, Brandon, Man.

and

Canadian Brotherhood of Railway Employees and Other Transport Workers

The Board of Conciliation, comprised of Thomas McGregor, the union's nominee, H. G. H. Smith, QC, the company's nominee, and T. W. Laidlaw, QC, Chairman, submits herein its report in the above dispute.

In accordance with the provisions of Article 22 of the current collective agreement with respect to rates of pay, due notice was served by the union on the management of the Prince Edward Hotel to revise the agreement to provide for: "a 15 per cent increase in wages of all employees covered by the collective agreement".

The Board was sworn in on January 27, 1955, and had hardly completed arrangements for the hearing of the parties in the dispute when we were advised that the hotel had been sold and that the need for the Board no longer existed. The Board convened a final meeting at which the representatives of the parties made statements which indicated that there were no

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Prince Edward Hotel, Brandon, Man. (Canadian National Railways).

The Board was under the chairmanship of Thomas W. Laidlaw, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, H. G. H. Smith, QC, and T. McGregor, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced below.

further matters to be dealt with by the Board and so we report.

Dated at Winnipeg, this 7th day of April 1955.

(Sgd.) T. W. LAIDLAW,  
Chairman.

(Sgd.) T. MCGREGOR,  
Member.

(Sgd.) H. G. H. SMITH,  
Member.



# Report of Board in Dispute between

**Fort Garry Hotel, Winnipeg  
and**

**Canadian Brotherhood of Railway Employees and  
Other Transport Workers**

The Board of Conciliation, comprised of Thomas McGregor, the union's nominee, H. G. H. Smith, QC, the company's nominee, and T. W. Laidlaw, QC, Chairman, submits herein its report.

## **Terms of Reference**

In accordance with the provisions of Article 22 of the current collective agreement between the parties with respect to rates of pay, notice was served by the union on the management of the Fort Garry Hotel under date of August 10, 1954, of its desire to revise the agreement to provide for: "a 15 per cent increase in wages of all employees covered by the collective agreement."

The said agreement runs for a period of two years from August 1, 1953, subject to the right to re-open by either party subsequent to August 1, 1954, for the negotiation of wages rates only. Negotiations were carried on from September 8, 1954, to December 2, 1954, without success. On the latter date the Department of Labour informed the parties that a Board of Conciliation had been established to deal with the dispute.

The hotel management definitely takes the position that the Fort Garry Hotel employees should not be treated the same in matters relating to wages as are the railway employees of the Canadian National. It submits that there is no comparability or connections between hotel work and railway work and the effect of common ownership of railway and hotel properties is completely irrelevant.

The union on the other hand claims that pay adjustments for employees in railway hotels should at least keep pace with those in the railway service.

## **Background**

Early in 1950 the union requested a general wage increase of 10 cents per hour and a five-day, forty-hour work week for railway and hotel employees. Negotiations were unsuccessful and a Board of Conciliation and Investigation was appointed under the chairmanship of Mr. Justice J. O. Wilson. In a majority report it is stated in part as follows:

During April, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with the dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Fort Garry Hotel, Winnipeg (Canadian National Railways).

The Board was under the chairmanship of Thomas W. Laidlaw, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, H. G. H. Smith, QC, and T. McGregor, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced below.

The Canadian National Railways argue that, although the wages and working conditions of hotel employees are referred to us for consideration, along with the wages and working conditions of their other employees, they should be considered separately, and that a separate ruling should be made in respect of them.

We think this right. Hotel work has no connection with or comparability with railway work. The wages and working conditions of railway hotel employees are properly comparable with those of other hotel employees.

The fact that a railway company, rather than another company, owns a hotel does not change its character or the nature of the various classes of work performed in it. To classify hotel employees as railworkers is entirely artificial. They have nothing to do with the operation of a railway.

Later on Mr. Justice R. L. Kellock was named to arbitrate the dispute. On December 18, 1950, the learned Judge expressed himself in part as follows:

The hotel industry, being a separate industry from that of the operation of a railway, mere common ownership cannot, in my opinion, bring about any identity between the two. To accept such a principle would mean that a railway acquiring a coal mine, for example, because it conceives there will be some advantages through its ownership of the mine, would be obliged to increase or decrease the wages of the coal miners with every increase or decrease in the wages of the railway employees proper, or vice-versa, notwithstanding that the considerations dictating a particular change in the case of the one were not present in the other. I do not think such a principle can stand examination and I am therefore unable to accept it.

Accordingly Mr. Justice Kellock, in his award of December 18, 1950, granted the railway employees 3 cents per hour increase in wage rates in addition to the 4 cents awarded by Parliament under the Maintenance of Railway Operation Act, a forty-hour work week, and a two-year contract. In contrast with this his award granted to the employees of the Fort Garry Hotel no increase in rates of pay beyond that awarded by Parliament, no reduction in hours of work and a one-year contract.

A Board of Conciliation and Investigation under the chairmanship of Mr. Justice J. D. Hyndman considered the question of hours of work and wages of employees in the Chateau Laurier, Ottawa, and the following is an extract from the report dated March 12, 1952:

A good deal has been said about the CNR system as including its hotels and advertising it as such, and therefore, the hotel employees should be regarded as railway employees and treated in exactly the same manner. In my view, a hotel is a hotel, whether owned privately or by a railway company, or other corporation. The fact that the hotel system is mentioned in general advertising by the railway does not change the fact that it is still an hotel and operated as such.

The same question came before Mr. Justice Kellock, and after considering the evidence which was substantially similar to that before us, he concluded quite definitely that the hotel employees had not established a case for an increase.... He proceeded on the principle that in considering wages any industry must be compared to another or others of the same nature. This principle I think is sound and just.

The union built a strong case for the hotel employees but in the face of the findings in two conciliation boards and the award in the arbitration, this Board has come to the conclusion that no useful purpose will be served by re-opening the railway hotel issue.

The result has been that since 1950 the hotel employees have been treated as a separate bargaining unit and it is on this basis that the present dispute is being considered.

### Result

Following the union's rejection of the report of the 1950 Board and the subsequent strike, the hotel employees by virtue of the Maintenance of Railway Operation Act received a wage increase of 4 cents per hour. Under that Act provision was made for further negotiations regarding an increase in excess of 4 cents per hour and the application of a forty-hour work week and failing agreement, for the appointment of an arbitrator. The arbitrator's award

to which reference has already been made, while granting to railway employees an increase of 3 cents per hour in excess of the 4 cents already granted and a forty-hour work week and a two-year contract, denied the request of the Fort Garry Hotel employees for additional compensation and a forty-hour work week.

In 1952 a complete review of the wage structure of the Fort Garry Hotel was undertaken. No over-all increase was forthcoming but monthly rates in certain classifications were increased. Effective August 1, 1953, certain classifications were again increased. Effective November 1, 1953, the forty-hour work week was adopted. According to the company the adjustments increased average hourly earnings from .774 in 1951 to 1.012 in 1954, but again no general increases, either on an hourly or a salary basis, were put into effect.

### Agreement

On December 12, 1953, a new collective agreement was entered into by the parties with rates of pay effective August 1, 1953. Article 22 provides that it be in effect for a period of two years from August 1, 1953, but may be reopened by either party subsequent to August 1, 1954, but only for the purpose of negotiating wage rates provided sixty days' notice is given in writing to that effect any time after June 1, 1954. Notice was duly given by the union and negotiations were carried on without an agreement being reached. The union's position is summarized on page 14 of its submission as follows:

1. There has been no general increase since 1950.

2. Wage rates in the hotel industry generally have increased on the average across Canada by 20 per cent between October 1950 and October 1953.

3. The real wages of these employees have been substantially reduced by the rise in prices of consumer goods and services in 1950 and 1951 and have been kept at a reduced purchasing power.

4. The wage changes have not kept pace with those paid to fellow employees on the railway of the parent company.

5. The Fort Garry Hotel is in a superior position in terms of hotel services and facilities and its employees should be entitled to rates of pay commensurate with the qualifications required of them in the circumstances.

6. The hotel business in Winnipeg has shown improvements in 1951 and 1952 over 1950.

The hotel management dealt with the union's submissions in the rebuttal statement dated February 23, 1955. In para-



graph 22 of the rebuttal, the management summarizes its claims with respect to the union:

1. That management has shown the employees have enjoyed substantial increases since 1950.

2. That the average hourly wage earnings of the employees have been increased by 30.7 per cent since 1950.

3. That the average real hourly earnings of the employees have increased by more than 18 per cent since the settlement in 1950.

4. That official tribunals, chairman of conciliation boards and arbitrators have consistently held that the movement of wages of railway employees is not a suitable criterion for the determination of wages for hotel employees.

5. That the financial and competitive position of the Fort Garry Hotel does not warrant any enhancement of the already preferred position of the Fort Garry employees in the matter of wages.

6. That the Fort Garry has not shared fully in the upward trend in hotel business in Winnipeg.

The breaking off of the relationship between railway and hotel employees in so far as wage rates are concerned has reacted unfavourably upon the hotel employees' bargaining position and the differential between the two groups has widened considerably since 1950. While we sympathize with the hotel employees' viewpoint it is most unlikely that the differential can be eliminated either in whole or in part.

Both sides have been most helpful in the presentation of material bearing upon the matters in dispute. They included references to the Dominion Bureau of Statistics. It was urged on behalf of management that the railway hotels were on a competitive basis with other hotels in the province and wage rates in the Fort Garry should be related to provincial standards. The Board has come to the conclusion however that the railway hotels in Manitoba are in a class by themselves when it comes to comparing their economic status. They not only cater to the needs of a transient section of the public engaged in commercial pursuits but are also advertised internationally in an appeal to the tourist and vacation seeker.

Collective bargaining is designed primarily to meet the respective needs of employer and employee so that labour's natural desire to work under favourable conditions and to achieve a better standard of living may be attained; management's right to conduct its business efficiently and in keeping with the economic realities of the industry in which it is engaged; and the over-all interests of the Canadian people. It is conceded that these are abstract principles difficult to apply and that there is

no hard and fast rule for arriving at an equitable basis for the establishment of adequate wage rates.

The Board members from the beginning of these proceedings recognized that the wage scale for hotel employees was materially lower than that of industry as a whole. It also recognized the necessity for some adjustment in the over-all picture which would enable them to meet the standard of living in this province. We do not consider that the employer's ability to pay is an issue here.

It is not our intention to examine in any detail the statistics which have been made available to us. There has been no general wage increase since August 1950. There have been adjustments however during the four-year period which affect some 33 per cent of the employees involved in the present dispute.

In 1950 employees in the hotel and restaurant classification in Canada worked 43.5 hours per week for 64.5 cents per hour, or an average weekly wage of \$28.06. In 1953 the average hours worked per week was 42.7, an hourly rate of 77.8 cents or a weekly wage of \$33.22. In 1954 the work week was down to 41.5 hours and the average hourly earnings had increased to 82.7 cents or an average weekly wage of \$34.22.

According to THE LABOUR GAZETTE (February 1955, page 227) the average weekly wage for Canada as of November 1, 1954, was \$59.80 per week, while that of Manitoba was \$57.45 per week, and Winnipeg \$54.67 per week. The difference between the dominion and the provincial average and that of the Fort Garry Hotel is so marked that it needs no further comment. The Board's problem is to determine what adjustment, if any, should be made to the present wage structure of the employees of the Fort Garry. It has found considerable difficulty in reaching unanimity on the part of its members. It is satisfied that the wage level of the affected employees is low in comparison with the general level of wages in the province. In the earlier stages of our discussions, Mr. Smith, the company's nominee, took a very strong stand against any increase in the present rates. He however appreciates the difficulties that will confront both the company and its employees if this Board fails to reach a unanimous recommendation. The Chairman is also indebted to the assistance which he received from Mr. McGregor, the employees' representative.

After prolonged discussion, it was agreed that both the company and the union could justify the positions taken. The Board appreciates the difficulties in trying to reconcile the divergent points of view. In an effort to do so, however, it recommends that basic wage rates be increased 3 per cent effective April 1, 1955.

Dated at Winnipeg, this 7th day of April 1955.

(Sgd.) T. W. LAIDLAW,  
Chairman.

(Sgd.) T. MCGREGOR,  
Member.

(Sgd.) H. G. H. SMITH,  
Member.

## Canadian Railway Board of Adjustment No. 1 Releases Decision in Case No. 656

The Canadian Railway Board of Adjustment No. 1 has released its decision in a case heard March 8, 1955.

The dispute concerned the claim of an engineer for 230 miles because he was not called to operate an electrically actuated rotary snowplough.

The dispute is summarized below.

**Case No. 656**—*Dispute between the Canadian Pacific Railway (Pacific Region) and the Brotherhood of Locomotive Engineers concerning an engineer's claim for mileage.*

On February 18, 1954, a snowplough unit was sent a distance of 40 miles over mountainous territory. The rotary plough was connected to a diesel unit which supplied the power for the motor only and was propelled by a locomotive.

Instructions had been issued by the Company not to call an engineer to operate electrically actuated rotary snowploughs. The Brotherhood argued that an engineer should have been called, in accordance with Article 11(a) of the Schedule, which reads: "Wherever electric or other power is installed as a substitute for steam, locomotive engineers will have the preference for position as engineer or motorman."

The employees also referred to two other Articles which they argued contemplated the employment of a locomotive engineer on motive power propelling snowploughs and on rotary snowploughs because they established the rates of pay for engineers so employed.

The Brotherhood argued, too, that windows and control valves in the rotary plough are all on the right (engineer's) side, "which indicates observation of signals is expected from the operator of the rotary".

The Company contended that locomotive engineers originally were called for rotary snowplough service because of the similarity in operation between a steam locomotive and a steam-driven rotary. It was

convenient to call engine crews and the rate was set accordingly but "there is nothing in the agreement to indicate that this was a mandatory understanding". The rate was set in the Articles referred to for locomotive engineers "when and if called" for snowplough service but "this clause does not imply that an engineer must be used," the Company declared.

There is no such similarity in electrically driven rotaries, the Company pointed out, and because rotary service is always emergency service, it is to the Company's interest to assign employees and officers to this service who have been specially trained and who would be available at all times. In the case of locomotive engineers, it continued, all men on the district list would have to be trained because of district seniority agreements, in order to guarantee that the locomotive engineers first called would have an understanding of the operation of these units.

In the coupling of a diesel unit to a rotary, the Company argued, the leads from the main generator of the diesel must be disconnected from the traction motors and coupled to the rotary to supply it with power. The "consist" (the rotary and the diesel) therefore becomes immobile and is only subject to movement by another source of motive power, it explained.

This, the Company argued, was entirely similar to snowploughs, spreaders, auxiliary cranes, ditchers, pile drivers, etc., which are handled ahead of locomotives and some of which are equipped with automatic air brake controls and not in the care of locomotive engineers. The Company pointed out that the rotary used at the time was equipped with an air whistle, similar to those used on snowploughs, for transmitting signals between the operator of the rotary and the locomotive engineer controlling the pushing unit.

(Continued on page 666)



## Statutory Holiday Provisions

Almost 95 per cent of collective agreements in survey provided for observance of statutory holidays; about 82 per cent granted pay for some or all of the holidays observed when no work done on those days

A continuing increase in the number of paid statutory holidays provided by collective agreement in Canadian industry was indicated by a survey of a sample of agreements in all industries\* completed recently by the Economics and Research Branch.

Of 951 agreements in effect in January 1955 that were examined in this study, nearly 95 per cent provided for the observance of statutory holidays, and about 82 per cent granted pay for some or all of the holidays observed when no work is done on those days. In a similar survey made early in 1952, while the proportion of agreements which provided for observance of statutory holidays was almost exactly the same as in the present survey, the proportion which allowed paid holidays was only about 72 per cent of the total.

Besides the increase in the number of agreements which allowed paid holidays, there was an increase in the number of days paid for. While in 1952 only about 30 per cent of the agreements provided for eight or more paid holidays a year, in the present survey the proportion had increased to 50 per cent.

A summary of the main provisions regarding holidays, with and without pay when not worked, is given in Table 1; and details as to the number of holidays allowed are set out in Table 2(a), (b) and (c).

Of the small proportion of agreements which do not provide for statutory holidays, nearly half cover the railway running

trades employees, and about a third affect some of the employees in other industries in which the nature of the work presents difficulties in the granting of holidays, including fishing, air transport, inter-urban buses, fire-fighting and theatres. In the few remaining cases the lack of any mention of holidays in the agreement does not necessarily indicate that holidays are not in fact granted.

**Rates of pay for work done on paid and unpaid statutory holidays** are given in Table 3. For work on unpaid holidays time and a half is the commonest rate, being found in more than half of the agreements which mention rates for work on such days. Double time, however, is only a little less common.

For work on paid holidays, double time is the rate given in a little less than 45 per cent of the agreements giving rates for such work; while 35 per cent of these agreements mention double time and a half. Other rates, such as time and a half or triple time, appear comparatively infrequently.

**Paid holidays falling on Saturday, Sunday or alternative day off.**—The question of what special provisions, if any, are made for paid holidays falling on a Saturday, Sunday or alternative day off was reviewed; the results are set out in tables 4, 5 and 6.

When a statutory holiday falls on Sunday, the following Monday is usually proclaimed as the legal day of observance. Nevertheless, 454 agreements (60 per cent of the agreements providing for paid holidays) make special provision for holidays falling on Sunday. Of these, 272 agreements provide that the holiday will be

\*This analysis is based on 951 collective agreements in the 1000-agreement sample used for analytical purposes. The remaining 49 agreements were out of date at the time the article was prepared.

**TABLE 1.—PROVISIONS FOR STATUTORY HOLIDAYS IN A SAMPLE OF 951 AGREEMENTS**

Provision	Number of Agreements	Per cent of Total	Number of Workers Covered	Per cent of Total
Agreements providing for statutory holidays:				
All holidays paid for.....	642	67.5	437,910	59.1
Some holidays paid for.....	140	14.8	135,333	25.4
No holidays paid for.....	115	12.0	70,539	9.2
Agreements not providing for statutory holidays.....	54	5.7	47,084	6.3
Totals.....	951	100.0	740,916	100.0

**TABLE 2.—NUMBER OF STATUTORY HOLIDAYS OBSERVED**

(a) **Under agreements in which all observed holidays are paid for when not worked**

Number of Holidays	Number of Agreements	Number of Workers Covered
Three or less.....	4	20,456
Four.....	13	13,315
Five.....	18	16,058
Six.....	54	45,215
Seven.....	87	78,060
Eight.....	294	167,224
Nine.....	111	63,492
More than nine.....	45	25,552
Number of days vary for different groups of employees.....	5	4,138
Holidays mentioned, but number not stated.....	11	4,400
Totals.....	642	437,910

(b) **Under agreements in which some of the observed holidays are paid for when not worked**

Number of Holidays	Number of Agreements	Number of Workers Covered
Three unpaid holidays or less combined with:		
4 paid holidays or less.....	8	24,243
5 " " " ".....	27	63,648
6 " " " ".....	15	51,961
7 " " " ".....	17	6,662
8 " " " ".....	17	9,494
9 " " " ".....	1	101
Four unpaid holidays combined with:		
4 paid holidays or less.....	10	3,166
5 " " " ".....	7	2,251
7 " " " ".....	1	35
Five, six or seven unpaid holidays combined with:		
4 paid holidays or less.....	13	5,599
5 " " " ".....	3	3,630
6 " " " ".....	2	360
7 " " " ".....	1	125
Eight or more unpaid holidays combined with:		
4 paid holidays or less.....	4	1,410
Unpaid holidays mentioned but number not stated combined with:		
4 paid holidays or less.....	3	587
5 " " " ".....	1	97
6 " " " ".....	2	4,990
8 " " " ".....	6	6,870
9 " " " ".....	2	154
Totals.....	140	185,383

(c) **Under agreements in which no holidays are paid for when not worked**

Number of Holidays	Number of Agreements	Number of Workers Covered
Three or less.....	3	3,051
Four.....	3	235
Five.....	9	2,226
Six.....	7	3,598
Seven.....	22	11,495
Eight.....	33	23,724
Nine.....	22	13,728
More than nine.....	10	10,192
Holidays mentioned but number not stated.....	6	2,290
Totals.....	115	70,539



observed on another day or paid for, but 182 agreements indicate that the holiday will not be paid for\* (Table 5).

With the growing prevalence of the five-day week, the problem of a holiday falling on a Saturday is now dealt with in 314 agreements (40 per cent of the agreements

\*This is not always clearly stated. Many of the agreements which have been classified in this study as not allowing pay for holidays which fall on Saturday, Sunday or alternative day off, do not actually mention Saturday, Sunday or other rest day. Often they merely state in general terms that holidays will be paid for only if they fall within the regularly scheduled work week, or on a day on which the employee would otherwise have been scheduled to work.

providing for paid holidays in this sample). In the majority of these the holiday is not paid for if it falls on a Saturday; under certain other agreements, the holiday is paid for, another day off substituted or some other arrangement made (Table 4).

In cases where some employees regularly work on Saturdays and Sundays but have an alternative day or days off in the week, the question of a holiday falling on an employee's regular day off is mentioned in 288 agreements. Under the majority of these, the holiday is not paid for. In other instances, however, the holiday is paid for or another day off is allowed (Table 6).

TABLE 3.—RATES OF PAY FOR WORK PERFORMED ON STATUTORY HOLIDAYS\*

Rate of Pay (Multiple of Regular Rate)	On Holidays Paid for When Not Worked		On Holidays Not Paid for When Not Worked	
	Number of Agreements	Number of Workers Covered	Number of Agreements	Number of Workers Covered
Time and a quarter.....			7	6,584
Time and a half.....	24	7,025	123	154,123
Double time.....	312	304,054	100	59,152
Double time and a half.....	250	205,263		
Triple time.....	29	20,916		
Equivalent time off.....	29	9,709		
Time and a half plus another day off.....	13	8,640		
Various rates and arrangements.....	61	40,219	8	7,196
Rate not mentioned.....	64	27,467	17	28,567

\* In addition to those mentioned in this table there are eight agreements covering 22,252 workers in which premium rates for work on holidays vary for different sections, occupations or localities.

TABLE 4.—PROVISIONS REGARDING PAID HOLIDAYS WHICH FALL ON A SATURDAY WHERE A FIVE-DAY WEEK IS IN EFFECT

Provision	Number of Agreements	Number of Workers Covered
Holiday observed on following Monday.....	7	9,664
Holiday observed on another day, or another day off allowed.....	9	7,225
Holiday to be observed on any other publicly proclaimed day.....	61	38,566
Holiday paid for.....	32	35,981
Other arrangements.....	13	19,055
Holiday not paid for.....	192	120,954
Totals with such provisions.....	314	231,445

TABLE 5.—PROVISIONS REGARDING PAID HOLIDAYS WHICH FALL ON A SUNDAY

Provision	Number of Agreements	Number of Workers Covered
Holiday observed on following Monday.....	85	76,123
Holiday observed on another day, or another day off allowed.....	9	3,422
Holiday observed on any other publicly proclaimed day.....	134	129,365
Holiday paid for.....	28	25,892
Other arrangements.....	16	24,905
Holiday not paid for.....	182	116,054
Totals with such provisions.....	454	375,761

**TABLE 6.—PROVISIONS REGARDING PAID HOLIDAYS WHICH FALL ON AN EMPLOYEE'S REGULAR DAY OFF (Other than Saturday or Sunday).**

Provision	Number of Agreements	Number of Workers Covered
Another day off allowed.....	34	21,607
Holiday paid for.....	64	87,118
Other arrangements.....	9	20,884
Holiday not paid for.....	181	114,824
Totals with such provisions	288	244,433

The following are examples of some of the clauses mentioned above:

#### I

In the event one of the above Statutory Holidays falls on Sunday, the following Monday will be observed as the Statutory Holiday.

#### II

If the holiday falls on Saturday, eligible employees shall receive holiday pay, provided they have worked the last preceding scheduled work day within the work week in which the holiday falls, and the next succeeding work day in the following week.

#### III

For purposes of clarification, if any of the designated holidays falls on a Saturday, the parties agree that no pay shall be due to the employees for said holiday.

#### IV

Although the said agreement states that no pay shall be given for a holiday falling on Saturday, it is understood and agreed that should legislation be passed by the Government changing the dates of holidays falling on a Saturday to the Monday of the following week that the said holiday shall be paid for.

#### V

Should an employee be absent from work on New Year's Day, Good Friday [etc.], it is the intention of this Agreement that under certain conditions his pay for the week in which such day falls should not be reduced by reason of such absence. Should therefore an employee be absent from work on any such day he shall be paid at what would have been his applicable hourly rate for time so lost by him from his regular work on that day, provided that he shall not be so paid... (c) if such holiday is his regular day off.

**Conditions of eligibility for pay for paid holidays.**—Usually the right to pay for a paid holiday is subject to certain conditions. The commonest of these is that an employee must have worked the day before and the day after the holiday. As Table 7 shows, this stipulation was contained in 393 agreements, which is approxi-

mately half of those which mention paid holidays. A certain length of service, varying from 30 days to as long as one year, is another common condition. A third condition fairly often met with is one which requires the employee to have performed a certain minimum amount of work during a stated period in which the holiday occurs. The following are examples of clauses laying down such conditions:

#### I

All permanent hourly-rated employees who are not required to work on the following seven statutory holidays ..... shall receive eight hours straight time pay for these seven holidays, subject to the following conditions:

(a) Provided the employee has worked his scheduled work day on both the employee's working day preceding and the employee's working day following such holiday.

If the employee is absent from work without leave from the management on either of such days, he shall not receive pay for such holiday....

(b) Provided the employee is actively employed sometime during the week of the holiday.

#### II

All employees, upon completing two months' continuous service, who work the complete scheduled hours on the work-day immediately before and on the work-day immediately after each of the above-named holidays, shall receive pay at their current rates for: eight hours if the holiday falls on a Monday to Friday inclusive.

#### III

A member of the Union must work not less than sixteen hours on the week when the Legal Holiday falls to be entitled to be paid for this day.

Another condition often mentioned, but not tabulated, is that an employee shall forfeit his right to holiday pay if he is ordered to work on the holiday and does not do so.

**Particular Days Observed.**—Table 8 lists the numbers of agreements, with numbers of workers covered, that provide for the observance of particular days; i.e. New Year's Day, Christmas, and so on. The holidays covered by the description "Various religious holidays" in the table are the Epiphany, Ascension Day, All Saints, and the Immaculate Conception. The agreements mentioning these days apply in the province of Quebec. The item "Other days" includes various days which are mentioned occasionally, such as Easter Monday, the day after New Year's Day, the union's picnic day, and some which are evidently popular local holidays.



**TABLE 7.—AGREEMENTS STIPULATING SERVICE REQUIREMENTS  
FOR PAID HOLIDAYS**

Provision	Number of Agreements	Number of Workers Covered
Conditions for entitlement to pay for paid holidays:		
Employee must work the day before and the day after the holiday.....	393	315,585
Only employees with seniority entitled to pay.....	61	44,482
30 days' or one month's service.....	60	71,504
60 days' or 2 months' service.....	11	3,202
90 days' or 3 months', or 12 weeks' service.....	39	24,475
180 days' or 6 months' service.....	17	4,623
One year's service.....	8	8,413
Other periods of service.....	14	10,011
Various service requirements during a stated period within which the holiday occurs.....	87	77,840
Pay for holiday reduced for absence during week in which holiday occurs.....	9	11,951

**TABLE 8.—STATUTORY HOLIDAYS OBSERVED: PARTICULAR DAYS**

Holiday	With Pay When Not Worked		Without Pay When Not Worked		Totals*	
	Number of Agree- ments	Number of Workers Covered	Number of Agree- ments	Number of Workers Covered	Number of Agree- ments	Number of Workers Covered
New Year's Day.....	695	474,408	117	101,788	812	576,196
Good Friday.....	604	393,507	126	106,888	730	500,395
Victoria (Empire) Day.....	515	357,755	89	57,309	604	415,064
St. John the Baptist Day.....	110	77,581	29	19,109	139	96,690
Dominion Day.....	636	443,081	138	109,666	774	552,747
Civic Holiday.....	225	154,532	42	34,641	267	189,173
Labour Day.....	709	533,784	116	64,399	825	598,183
Thanksgiving Day.....	566	399,198	110	71,944	676	471,142
Remembrance Day.....	215	126,716	59	39,054	274	165,770
Christmas Day.....	703	531,711	113	77,265	816	608,976
Boxing Day.....	134	48,670	50	59,753	184	108,423
Various religious holidays.....	73	48,903	48	32,691	121	82,726
Other days.....	103	127,826	27	16,277	132	144,331
Additional holidays as proclaimed.....	50	18,010	22	18,669	72	36,679
Holidays observed, but days not named.....	45	69,292	33	66,223	79	135,944

\* In addition there are 28 agreements covering 49,021 workers in which days named as holidays vary for different sections, occupations or localities.

## Welfare Provisions in Construction Agreements

For the purpose of replying to a questionnaire from the International Labour Organization, the Economics and Research Branch recently examined a sample of 72 collective agreements in the construction industry for welfare provisions. These agreements covered approximately 15 trades, of which one or more trades were used in 30 cities across Canada.

Three agreements were found to have provision for the establishment of a "welfare fund" made up of contributions amounting to 8 or 10 cents per hour worked. No details were available on the benefits payable from it. These agreements covered electrical workers at Vancouver and Victoria and bricklayers at Winnipeg. Proposed welfare plans are mentioned in

agreements covering several trades at Windsor and in the agreement for elevator construction workers across the country.

Forty-one agreements contained some provisions for welfare facilities on construction sites varying from the supply of sanitary utensils for drinking water or the supply of tool chests only to the supply of lock-fast shelters for changing clothes and storage for tools and clothes, the supply of lunch room accommodation and suitable sanitation facilities, all sufficiently heated when necessary. Other provisions found in some agreements include the supplying by the contractor of certain protective clothing, either to protect the workers from injury or from water and mud. In addition, some agreements allow

time to clean up before lunch and quitting time, as well as protective measures to guard against injury and the provision of covered transportation when required. Some agreements specify that the contractor is responsible for tools and personal property lost or destroyed while stored in the lock-fast shelter, but two agreements exempt the contractor from such responsibility. Certain of the above amenities are regulated by the number of workers employed at the construction site or by the value of the contract. One agreement refers to seating accommodation in the shelter.

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During bargaining negotiations, employers must comply with a union request for wage records of individual employees whom the union represents, the United States Supreme Court has ruled, in effect, in refusing to review an appeal brought by a North Carolina firm against an order issued last July by the National Labor Relations Board. The NLRB order was later upheld by the Circuit Court of Appeals, Richmond, Va.

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Only two of the agreements in this sample refer to construction camps maintained by the contractor. Provisions include specified enclosed floor and clothes cupboard space, a room for two men only, fully enclosed with door and lock, window, lighting, controlled heat, mattresses for each bed. Sanitary provisions include facilities for each ten men, wash basin for each five men, shower or bath for each fifteen men, with these washroom facilities located in the same building. Laundering facilities are also included. The cleanliness and hygienic condition of the camp and camp equipment is the responsibility of the contractor.

In answer to the union's demand for a wage increase, the company said its wage rates matched or exceeded those of competitors in the area and supplied wage data which it said were sufficient to enable the union's negotiators to judge whether the firm's wage rates were in line with those of competing companies. The only requested data withheld were the names of employees paid at each wage rate. The NLRB order required the company to give names and wage rates when asked by the union.

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## Canadian Railway Board of Adjustment

*(Continued from page 660)*

Further, the Company contended, the external dimensions of a rotary do not exceed those of other work equipment such as snowploughs and auxiliary cranes. Prevailing conditions are similar, the only difference being that with a snowplough the locomotive engineer on the pushing unit could operate over a whole subdivision working entirely on the signals of the snowplough operator, whereas rotaries generally are used only to clear small sections of

the track, the working limits of which, in most cases, are protected by train orders.

The Board sustained the contention of the employees to the extent of a "run-around" of 50 miles, as per Article 26(c) of the current Agreement (not quoted), providing the employee in question was qualified. It was the Board's opinion that under the provisions of the Agreement, engineers, when qualified, are entitled to the work of operating rotary snowploughs.

## Recent Regulations

*(Continued from page 683)*

\$600 a year, an additional allowance may now be paid to him in order to bring his income up to \$600.

The supplemental allowance to recipients of old age security pensions, formerly paid quarterly, will now be paid at monthly intervals as has been the case with allowances to blind persons.

In addition to establishing the qualifications for allowances, the regulations set out what is to be considered as income, what the duties of the Director of Public Assistance are, the procedure to be followed when the recipient is absent from the province and various other matters with respect to the payment of allowances.



## Labour Legislation in Manitoba, 1955

Current rates under Workmen's Compensation Act made applicable to all children in receipt of allowances. Arbitration procedure for firemen is revised. Committee on industrial relations continuing its study

The Manitoba Legislature was in session from February 1 to March 31. During the session it raised to the current level the benefits payable to dependant children and orphans receiving allowances under the Workmen's Compensation Act. The Fire Departments Arbitration Act was amended by requiring bargaining between a municipality and its firefighters to begin in October in any year in which an agreement is being revised or renewed, and by changing the date upon which agreements or awards under the Act become effective.

The review of all phases of Manitoba labour legislation entrusted to the Select Standing Committee of the Legislature on Industrial Relations in 1953 is still in progress. The Committee carried on its work as an industrial relations commission between the 1954 and 1955 sessions, and was authorized at this session to continue its inquiry during the recess.

The Blind Persons Allowances Act was amended to lower the minimum age of recipients from 21 to 18 years in line with the amendment to the federal legislation introduced in Parliament. A new Disabled Persons Act was passed.

### Workmen's Compensation

An amendment to the Workmen's Compensation Act, effective April 1, raised the monthly compensation payable to children receiving compensation according to earlier scales up to the current level. This applies to children living with one remaining parent and to orphan children. The provision also applies to invalid children who receive allowances after the age of 16 years. The present rates are 20 dollars in respect of each child living with a parent and 30 dollars for an orphan child, subject to the provision that total compensation to widow and children may not exceed 70 per cent of the workmen's average earnings. The pensions for widows and invalid widowers were raised to the current level in Manitoba in 1953 (L.G., 1953, pp. 1331-33).

### Industrial Relations

The Fire Departments Arbitration Act passed in 1954 (L.G., Aug. 1954, p. 1153) was amended so as to require bargaining for the revision or renewal of an agreement between a municipality and a firefighters' union to take place in the fall of the year. If it is necessary to refer any issue to arbitration, the arbitration board is to be appointed early in the following year and the award, which is to be made not later than the end of February, is to take effect from January 1 of that year.

As introduced, the Bill provided only that when an arbitration board is established, a collective agreement or award will become effective on January 1 of that year regardless of whether or not the municipality concerned has made or can make provision for the expenditure in its estimates for that year. Previously the Act had stipulated that such an agreement or award would become effective only on the first day of the fiscal year in which the municipality could include provision in its estimates for the expenditure, or on a later specified date. The Bill also specified that the report of the Minister of Labour to an arbitration board is to consist of the original proposals and counter-proposals as submitted by each party to the other party. Where the parties have agreed in writing, and so notified the Minister, to eliminate or modify any of the original proposals, he is obliged to amend his statement to the arbitration board accordingly. Any award made by the board must be limited to matters contained in the statement.

The above amendments were passed as introduced, but further provisions setting the dates when bargaining is to take place were added when the Bill was referred to

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the Select Standing Committee on Industrial Relations. When either party wishes to revise or renew an existing collective agreement ("collective agreement" having the same meaning as under the Labour Relations Act), that party must give the other party written notice, including proposed changes, not later than October 1 preceding the termination of the agreement. Bargaining must then be carried on according to the procedure set out in the Labour Relations Act (L.G., 1948, p. 1430), and the services of a conciliation officer may be obtained if required.

If the parties have not reached agreement by December 31, either or both of the parties may apply, in writing, to the Minister of Labour for the appointment of an arbitration board. For 1955 only this application is to be filed not later than April 15; after this year not later than January 5. If the application is not made within the fixed time, or if the Minister refuses to appoint a board, the agreement existing when notice to bargain was given is to remain in effect until December 31 following the date by which the application for a board was required to be made, or the date of the Minister's refusal.

When an arbitration board is unsuccessful in formulating an agreement satisfactory to both parties, it is required to make an award not later than February 28 of the year in which the board was appointed.

## **Other Amendments**

### **Remembrance Day**

The Remembrance Day Act was amended by adding stock brokers' offices, which transact business on stock exchanges outside the province, to the list of establishments which are exempted from the requirement of closing on Remembrance Day. This amendment became effective on April 1.

### **Gas and Oil Wells**

An amendment to the Mines Act, effective April 1, added to the Act two new parts dealing with oil and gas wells. The Lieutenant-Governor in Council has been given authority to make regulations which may include the requirement that operations be conducted in accordance with good oil field practice and in such a manner as to prevent undue hazard to life. The regulations may also provide that drilling operations may be carried on only under the continuous personal supervision of a responsible person who is registered or certified as being competent.

The Oil and Natural Gas Conservation Board, which is provided for in the amendment, is authorized to take possession of any well in order to remove any undue hazard to life or property. The employees and officers at such a well are required by the Act to obey the orders of the Board.

Every person who contravenes or fails to comply with the Act, the regulations, or orders of the Board is liable on summary conviction to a fine of not more than one thousand dollars for each offence. The offender becomes liable to a fine of not more than five hundred dollars for each additional day the offence continues.

## **Public Buildings**

Amendments to the Department of Labour Act and the Public Buildings Act transferred responsibility for the administration of the Public Buildings Act from the Minister of Labour to the Minister of Public Works.

## **Social Legislation**

### **Disabled Persons' Allowances**

A new Act to provide allowances for disabled persons repealed and replaced the Disabled Persons Act, 1954 (L.G., Aug. 1954, p. 1154). Like the 1954 Act, the new legislation authorizes an agreement between the Government of Manitoba and the Government of Canada to provide allowances to disabled persons, half the cost of the allowances to be paid by each Government. The new Act specifies the local authority to which an application for a pension may be made, and sets out further details as to the administration of the scheme.

### **Blind Persons' Allowances**

The Blind Persons' Allowances Act was amended so as to enable the Government of Manitoba to enter into an agreement with the Government of Canada for the provision of a scheme of allowances to all blind persons over the age of eighteen years. Formerly there was provision for assistance only to persons over twenty-one years. This amendment will come into force upon proclamation.

## **Bills Not Passed**

A Bill to provide equal pay for women was defeated by a vote of 13 to 33 on second reading. The Bill would have prohibited an employer from discriminating between his male and female employees by paying a female employee at a rate of pay less than the rate of pay for a male



employee for work of comparable character done in the same establishment. It would authorize the Minister to have the complaint of an aggrieved employee investigated by a conciliation officer, and to issue an order based on the conciliation officer's recommendations if he failed to effect a settlement.

A proposed amendment to the Fair Employment Practices Act, which was defeated by a vote of 12 to 34 on the motion for second reading, would have prohibited employers from including on application forms or questionnaires questions about the race, national origin, colour or religion of any applicant or any of his forebears.

A Bill was defeated on second reading which would have provided certain exceptions to the Lord's Day Act (Canada) by permitting professional sports on Sunday afternoon. The Bill, which was similar to the Lord's Day (Ontario) Act passed in 1950, would have empowered municipalities to pass by-laws after having submitted the question to municipal electors.

An amendment to the Shops Regulation Act which failed to get beyond the committee to which it was referred would have extended to municipalities authority to make closing by-laws applicable to certain classes of grocery shops, i.e., those in which groceries valued at more than one thousand dollars are offered for sale.

### Resolutions

The Select Standing Committee on Industrial Relations, which in 1953 was given the task of examining all phases of

industrial relations and legislation affecting them, continued its work during the session and was authorized by resolution to meet during recess. It was also authorized to study all aspects of workmen's compensation.

A resolution was passed on March 29 asking the Government of Manitoba to urge the federal government to accelerate employment by a program of public works and to assist unemployed employables not protected by unemployment insurance. The resolution also instructed the Manitoba Government to confer with the federal government on a study of winter employment and the co-ordination of public works projects, to stimulate industrial activity and develop natural resources, and to diversify farm practices in order to provide greater employment on the farm.

Several motions respecting the provision of hospital services were discussed. A resolution advocating a voluntary co-operative hospitalization scheme of universal coverage and also an amendment to it for a government-financed hospitalization plan which would be extended to all persons regardless of their financial position were both defeated. A further resolution advocating that the Government provide free hospital, medical, surgical, dental and optical care for aged persons in need of such assistance and that the Government provide grants to municipalities to assist in building, maintaining and operating homes for the aged was defeated on March 28. On the same date a substitute motion advocating that the province extend grants to municipalities toward the capital cost of homes for the aged was approved.

## Labour Legislation in British Columbia, 1955

Apprenticeship, workmen's compensation, and regulation of boilers and pressure vessels main objects of labour legislation at last session

The British Columbia Legislature, in session from January 25 to March 15, made changes in the legislation affecting apprenticeship, operation of boilers and pressure vessels, and workmen's compensation. The Act regulating private employment agencies was also replaced, and new legislation, the Industrial Transportation Act, extended a measure of control to private industrial roads in the interests of safety.

The apprenticeship legislation which has been in effect since 1935 was replaced by a new Act. The major change is that there

is now provision for issuing certificates of qualification to competent workmen in the designated trades, as well as certificates on completion of apprenticeship training. Steel fabrication, barbering and watch repairing have been added to the list of designated trades.

Allowances to dependent children under the Workmen's Compensation Act were increased to \$25 a month, higher minimum compensation for disability was established, and other changes were made affecting coverage and the determination of claims.

Refrigeration plants, as well as boilers and pressure vessels, are now covered by the Boiler and Pressure-Vessel Act, and the legislation was brought up to date in respect to a number of other matters.

### Apprenticeship

The Apprenticeship and Tradesmen's Qualification Act replaces the Apprenticeship Act of 1935. The basic principles of the apprenticeship system are the same but the Act now expressly provides also for the issuing of certificates of qualification to persons competent in the designated trades. Under the new provision for the certification of tradesmen authority is given for setting up examining boards. Provisions respecting the examination of tradesmen prior to issuing a certificate of qualification, the duration and renewal of certificates, cancellation, revocation or suspension for cause and fees are to be prescribed by regulation.

The other main change is that under the new Act a contract of apprenticeship may be entered into, on application of the employer and prospective apprentice, in other than a designated trade whenever the director of apprenticeship considers it advisable.

Three new trades, steel fabrication, barbering and watch repairing, are designated under the Act.

The Act provides for a system of apprenticeship to be carried on in designated trades and, as noted above, in special cases in other trades.

As before, provision is made for a provincial Apprenticeship Committee to advise the Minister of Labour on all matters connected with the general conditions governing apprenticeship, for trade advisory committees, and also for examining boards to be appointed for the purpose of certifying tradesmen.

Under the Act, the period of apprenticeship may not be less than two years unless the Minister of Labour, on the recommendation of the provincial Apprenticeship Committee, has given permission.

Every contract must be in the approved form and subject to regulations of the Lieutenant-Governor in Council. These regulations may set out the number and qualification of apprentices who may be employed or trained in any trade, the period of apprenticeship, the standard of education and other qualifications required of an apprentice, the duties and responsibilities of the parties, the educational classes to be attended and the course of training to be

given, the hours of labour and rates of wages, and the issue of certificates on completion of apprenticeship.

In a designated trade an employer may not, without the permission of the Minister, employ a person under 15 years of age. Persons between 15 and 21 years may not be employed in a designated trade unless they are under contract of apprenticeship, except as common labourers. A person over 21 years, if he is employed as an apprentice, must also be under a contract of apprenticeship.

Under the Act seven building trades are designated, as well as the trades of automobile maintenance, glass work, jewellery manufacture and repair, lithographing, machinist, metal trades, moulder, refrigeration, ship and boat building industry, sign and pictorial painting industry, servicing and repair of current-consuming electrical appliances, office machine mechanic and the three new trades of steel fabrication, barbering and watch repairing. The trades of aviation mechanic and druggist were dropped from the list of designated trades. The Lieutenant-Governor in Council may add additional trades to the designated list or remove trades from it.

The Act is administered by the Minister of Labour through a Director of Apprenticeship. With the approval of the Lieutenant-Governor in Council the Minister may enter into an agreement with the federal Government or with another province for the purpose of dealing with apprenticeship and tradesmen's qualification on a federal or interprovincial basis.

The Director of Apprenticeship is required to keep a register of every contract of apprenticeship, to maintain a register of certificates of proficiency and to make the necessary inquiries to ensure that the provisions of the Act are being complied with. He is also to promote interest in apprenticeship, assist in establishing an apprentice system in any industry; provide information for the trade advisory committees and examining boards, collaborate with educational authorities in the training of apprentices and make an annual report to the Minister.

The Act provides that no contract of apprenticeship may be made in a designated trade except in accordance with the Act. On application of the employer submitted to the Board together with a probationary contract of apprenticeship signed by himself and the prospective apprentice or his parent or guardian the Director may give written approval for the person to be employed for up to three months or such



longer period as the Provincial Apprenticeship Committee may allow as preliminary to full apprenticeship in the trade.

Where the employer in a designated trade is unable to give a minor proper training to enable him to become competent at the trade, the Minister, on receiving a report of the facts from the Committee, may authorize in writing the employment of a minor by the employer without a contract of apprenticeship under prescribed conditions. If the minor attains a standard of proficiency equivalent to the recognized standard for a fully qualified tradesman the Committee is to report to the Minister, who will release the apprentice from the necessity of entering into an apprenticeship contract.

No contract of apprenticeship will be effective until it is approved by the Committee and registered by the Director. Where a person is employed as an apprentice in a trade which is designated after he commences employment, the employer must register the agreement with the Director within three months. Where a person is employed but not as an apprentice in a trade which is later designated the Act will not apply for three months. The period during which the minor was employed may, with the approval of the Committee, be allowed as part of the time required to complete the full period of his subsequent apprenticeship.

As previously every contract of apprenticeship must be signed by the employer and by the person to be apprenticed, or by his guardian if he is a minor.

An agreement may be terminated by the consent of all parties or by the Director if good cause is shown. An apprentice may be transferred from one employer to another in the same trade with the approval of the Director. The Director may refuse to register a contract if it appears not to be for the benefit of the apprentice. In such case the matter in dispute must be referred to the Minister, whose decision is final.

The Lieutenant-Governor in Council may make regulations concerning the powers, duties and functions of Trade Advisory Committees and Examining Boards; the qualifications of members of such committees and the method of appointing the members, the procedure they are to follow and the records they are to keep.

A minimum fine of \$25 and a maximum fine of \$100 may be imposed on summary conviction of a person who violates any provisions of the Act or regulations. An employer convicted of failing to pay an

apprentice the money required in accordance with the contract must be ordered, in addition to paying the fine, to pay the apprentice all the money owing to him.

## Steam Boilers and Pressure Vessels

The Boiler and Pressure-Vessel Act was revised at this session to bring it into line with recent advances in the field. In February 1954 British Columbia adopted the latest edition of the CSA Boiler and Pressure Vessel Code (CSA B51-1951), the fifth province to do so, and most of the changes are either to bring the Act into line with the Code or to make it more uniform with the legislation in the other provinces. The amendments are largely the same as the ones introduced last year, which were held over until this year's session.

The definitions section was completely revised and the definitions are now similar to those in common use throughout Canada. The scope of the Act has been widened to include refrigeration plants with a capacity of more than three tons of refrigeration in 24 hours as well as boilers and pressure vessels as before. Most of the other provincial Acts cover refrigeration plants. Other amendments introduce an interim certificate permitting plants to be put into operation before inspection under certain circumstances, require an inspector to be notified before repairs are begun and authorize the examination and certification of welders.

The section setting out the coverage of the Act was replaced and is now similar to the Ontario Act. The Act covers all boilers and pressure vessels in the province except a steam boiler of two h.p. or less in capacity and less than three cubic feet in volume; boilers used for heating buildings occupied by not more than four families; those used in the operation of a railway; those subject to the Canada Shipping Act; pressure vessels for permanent use at 15 pounds p.s.i. or less and low pressure boilers of 3 h.p. or less in capacity. The amendment excludes refrigeration plants with a capacity of three tons or less of refrigeration in 24 hours; a boiler used in connection with an open type hot water heating system; a pressure vessel six inches or less in diameter and one and one-half cubic feet or less in volume; a pressure vessel which has an internal diameter of 24 inches or less used for storing hot water, and one used exclusively for hydraulic purposes at atmospheric pressure. Shipping containers subject to inspection by the Board of Transport Commissioners are also

excluded. The Act now provides, however, that where the Chief Inspector deems it necessary in the interest of safety to require safety appliances, repairs, modifications or additions to any pressure equipment irrespective of the size or pressure, he may order that such changes be made.

As previously, no person may operate a boiler unless a certificate of inspection is in effect except in the case where, before the previous inspection certificate expired, the owner requests that the boiler be inspected and the inspection has not yet been made. A further exception is now made to permit owners to put plants into operation or to continue operation until inspection is possible. Where the circumstances are such that, in the opinion of the Chief Inspector, the inspection may be postponed, he may issue an interim certificate provided that the boiler is in the charge of a competent engineer and that all necessary fees are paid.

The Act requires that all boilers be registered before they are put into operation. Now, however, the former registration procedure has been eliminated and the issue of an inspection or interim certificate will serve as registration. For failure to comply with this section a fine of up to \$300 may be imposed.

Before repairs are made to a boiler or pressure vessel the Inspector must be notified of the nature and extent of the repairs and must give his approval. The boiler or pressure vessel may not be put into operation until the Inspector is satisfied that it may be used safely.

Several changes were made in the sections dealing with the qualifications and duties of plant engineers. A new provision states that unfired steam boilers will be under the general supervision of the chief engineer. In a plant where the boilers are all unfired the classifications of the chief engineer and assistant engineers required for the plant are to be determined by the Boiler Inspection Committee.

In a steam plant where one engineer is unable to exercise continued supervision, the owner is required to employ sufficient shift engineers, under the supervision of the chief engineer, to ensure that all parts of the plant are under the immediate supervision of an engineer. If two or more shift engineers are required, each one must hold a certificate prescribed for a shift engineer of the total capacity of the plant unless another class of certificate is required or approved by the Chief Inspector in writing. Whenever a question arises as to the extent to which one engineer can exercise general

supervision, the Chief Inspector is to decide the question subject to the appeal provided for in the Act.

The Act formerly forbade the engineer in charge of a steam plant or in charge of a shift from absenting himself for more than 15 minutes unless relieved by another engineer. This prohibition now applies only to the shift engineer of a high pressure steam plant. If he leaves the plant he must be relieved by an engineer possessing a certificate of not less than one grade lower than that required to operate the plant as shift engineer.

The Lieutenant-Governor in Council is authorized to make regulations governing the examination and certification of welding operators. No person may weld or employ a person to do welding in the construction, alteration or repair of any boiler or pressure vessel or pressure piping unless such regulations have been complied with.

### **Workmen's Compensation**

The main changes to the Workmen's Compensation Act concern benefits, coverage, and appeals from the decisions of the Board's medical staff. In respect to benefits, the monthly allowances to dependent children of a deceased workman, and the minimum benefits to disabled workmen, were increased. The provision permitting commercial fishermen to obtain coverage on application as independent operators was revised.

A section added to the Act last year (L.G., 1954, p. 1740) stipulated that an independent operator who performs work of a nature which, if he were an employee, would be within the scope of the Act, may be brought under the Act on application and be entitled to its benefits on behalf of himself and his dependents between the ages of 16 and 21 years. This section is now re-worded to make his widow and all other dependants entitled to benefits in case of his death arising out of employment. A scheme for fixing assessments for independent operators in the fishing industry was recently announced by the Minister of Labour (L.G., May, p. 508).

All hotels are now covered by the Act whereas before the amendment only those having ten or more bedrooms were included. "Licensed public houses or lounges" have been added to the list of covered establishments, replacing "beer parlours".

The monthly payment in death cases to each child under 16 years and each invalid child living with a parent was increased



from \$20 to \$25. This amount is continued up to age 18 if the child is attending school. The increase applies from April 1, 1955 regardless of the date on which the accident or disablement took place. This clause, making benefits payable retroactively, was inserted by the Legislature during passage.

The Act states that where the workman leaves both total and partial dependents the compensation may be allotted partly to the total and partly to the partial dependents. It is now expressly provided that where there is a partial dependent, the amount of compensation payable is to be determined by the Board, having regard to the extent of partial dependency in each case.

The minimum benefits payable for total disability were also raised, from \$15 a week or weekly earnings if less to \$25 a week or weekly earnings if less. When a workman receives compensation for disability the compensation is normally limited to 75 per cent of his average earnings. The provision for minimum weekly benefits is for the protection of a workman whose average earnings are low.

An amendment to the Act in 1954 provided higher pension payments, beginning January 1, 1955, to workmen injured before March 18, 1943, provided they were receiving compensation on January 1, 1955. A new subsection provides that the higher payments in respect of such persons will also apply to payments for disability awarded on and after January 1, 1955. The increased payments are calculated on the basis of a compensation rate of 66⅔ per cent and on the actual average earnings of the workman at the time of the accident, but the earnings are not to be taken as less than \$2,000 per annum and are subject to a maximum of \$2,500. (The present compensation rate is 75 per cent on maximum annual earnings up to \$4,000 and is applicable to accidents occurring after January 1, 1955.)

A new provision with respect to compensation for silicosis authorizes the Board, subject to the approval of the Lieutenant-Governor in Council, to enter into an agreement with Canada or the appropriate authority in any province providing for co-operation in all matters under the Act relating to a workman disabled by silicosis.

The provisions regarding third-party actions permit the workman or his dependant who elects to take action against some person other than the workman's employer in lieu of claiming compensation under the Act, to take action against the executor or administrator of the person causing death or injury.

Other amendments are designed to ensure prompt progress reports from physicians, qualified practitioners and others treating the workman in order to reduce delays in the payment of compensation and in order to keep the Board better informed about the workman's progress. The physician is required to furnish his first report to the Board within three days of first attending the patient and at 30-day intervals while the workman is absent from work. He is required to furnish a final report to the Board within three days after the workman is, in the opinion of the physician, able to resume work. In addition, if treatment is being continued after the workman returns to work the physician is now required to furnish further adequate reports.

A new subsection is designed to ensure that a physician, qualified practitioner or other person authorized to give medical aid confines his treatment to injuries to such parts of the body as he is authorized by statute to treat and declares the giving of unauthorized treatment to be an offence against the Act.

The Act now declares it an offence for a physician, qualified practitioner or other person to fail to submit prompt, adequate and accurate reports and accounts as required by the Act or by the Board. The right of such a person to be selected by the workman to render medical aid may be suspended or cancelled by the Board. The Board is required to notify the person of the cancellation or suspension and also inform the governing body named in the Act under which he is authorized to practice.

Another change as regards medical aid is the provision for a simplified method of appeal. Under a 1954 amendment when a workman felt aggrieved concerning a decision of the Board's medical staff and requested a further examination, his case was to be referred to two specialists, one to be selected by himself and the other by the Board, and their decision was conclusive. Now the appeal is to be heard by one specialist only, selected by the workman. The workman is to select the specialist within 18 days of being notified to do so by the Board from a list provided by the Board of all specialists in the class of ailment in respect of which the workman has claimed compensation. The Board is required to appoint the specialist within 18 days. If the workman fails to notify the Board of his choice within the required period the Minister of Labour may appoint a specialist. If the specialist does not accept the nomination or is unable to complete the examination another specialist

may be appointed in the same manner. The specialist is required to examine the workman at a time and place specified by the Board and issue a certificate within 18 days. It is now stated that the specialist in conducting his examination has the power of a Commissioner under the Public Inquiries Act, may receive such evidence as he sees fit and may determine his own procedure. Within 18 days of receiving the certificate of the specialist the Board must review the claim and notify the workman of its decision. The section which formerly permitted the Board of its own motion to refer a claim for review is repealed.

When the Board is determining compensation or fixing assessments on the payroll of the employer, a further amendment authorizes it to take into account the value of board and lodging provided to the workman.

### Employment Agencies

The new Employment Agencies Act, which replaces a 1919 Act, requires non-profit employment agencies to register annually with the Department of Labour. The Act continues to prohibit an employment agency from charging a fee to the person seeking employment.

The Act does not apply to a registered trade school which endeavours to secure work for its students. A trade union is not included in the definition of "employment agency" and an agency which operates for the sole purpose of hiring employees for one employer is not required to register.

The operator of an employment agency is required to make application in writing to the Minister of Labour for registration under the Act. The Minister will then issue a certificate of registration which he may cancel at any time for failure to comply with the Act. The registration must be renewed on the 31st of December each year.

The operator is required to keep records of the names and addresses of all employers to whom persons seeking work are directed and the name, address and rate of wages of persons for whom employment is obtained, and the name and address of a person directed to an employer or provided with information regarding employers seeking workers. An inspector may inspect the records and take extracts from them.

An employment agency which has knowledge of a legal strike or lockout is prohibited from sending a person to take employment in place of an employee on strike without informing the person sent of the strike or lockout.

Regulations may be made for carrying out the provisions of the Act, including fixing the registration fee.

A minimum penalty of \$10 and a maximum penalty of \$25 is provided for contravention of the Act.

### Industrial Road Haulage

The Industrial Transportation Act was passed to deal with safety problems in the construction of industrial roads as distinct from public roads and in the transportation by truck of natural resources material, machinery or personnel on such roads. (Private roads are extensively used in the logging industry. Rail transportation was formerly the method used for haulage in this industry and the necessary safety measures were contained in the Railway Act.) The Act is to be administered by the Minister of Railways and will come into effect on proclamation.

Since industrial roads are not covered by the legislation governing safety on public highways, the new legislation establishes a measure of control over the condition of the road itself, the vehicles used on it, and the competence of the operators of the vehicles. Before a company constructs a private road, it must obtain approval of the plan. During operation the roads may be inspected and the Minister may require repairs to be made. Vehicles and equipment used upon industrial roads are required to be maintained in safe condition. An operator must hold the regular driver's licence or a special licence issued under the regulations. An accident causing personal injury to any person using the road must be reported by the company to the Minister, and the Minister may cause an inquiry to be made.

The approval of the Minister is required before an industrial road may cross a public highway. In order to obtain approval the applicant must submit plans and specifications of the crossing and satisfy the Minister that the Minister of Highways has consented to the proposed crossing. The Minister may determine the precautions which must be taken to ensure safety at the intersection. No motor vehicle may be operated through the highway crossing until the Minister gives his authorization. The Minister may approve an application subject to such direction to ensure safety as he deems necessary. Except with the authority of the Minister, no industrial road may obstruct or interfere with the access to a mine.



No construction or material alteration of a bridge, tunnel, viaduct through or over which motor vehicles must pass, the length or span of which would exceed 18 feet, may be made until leave has been obtained from the Minister. When an industrial road is abandoned the Minister may order the removal of any bridge or other structure liable to menace public safety, create a fire hazard or obstruct a stream.

Inspecting engineers are to be appointed to inspect industrial roads on being directed to do so by the Minister. The inspection fee is to be paid by the company. As a result of an inspection, the Minister may order repairs to be made and may require the part of the road not to be used until the repairs are carried out.

All motor vehicles and equipment used in connection with an industrial road must be maintained in safe condition and consistent with regulations which may be issued under the Act. Motor vehicles equipped to haul trailers and semi-trailers, as well as the trailers themselves, must be equipped with air brakes or power-brakes approved by the Minister. Motor vehicles which operate during darkness must be equipped with head-lights, tail lights, stop-lights and clearance lights in accordance with the regulations.

The Minister is authorized to make regulations for the certification of operators, governing of traffic, approval of safety devices used on motor vehicles and for fixing inspection and other fees. Drivers must hold a valid licence under the Motor-vehicle Act or a certificate of competency issued under the regulations. There is provision for the issuing of temporary permits by the Railway Department.

The company may also make rules, subject to the approval of the Minister, governing traffic on its roadways, speed, weight and size of vehicles, placing of stop signs, carriage of freight and passengers and other matters.

Signs must be placed at the junction of every public road and industrial road warning the public or drivers of vehicles that they are entering an industrial road

and if they are entitled to enter they must obey the rules governing such roads. Company vehicles and company operated buses or crew-cars for transporting workmen must come to a complete stop before crossing a railway.

In case of an accident which results in injury to any person using the roadway, the company must as soon as possible after the occurrence notify the Minister, giving full particulars. The Minister may appoint persons to inquire into all matters which he deems likely to cause or prevent accidents and into the causes of any accident. Such persons must report fully in writing to the Minister respecting their enquiry. The Minister may recommend that the company suspend or dismiss any employee deemed negligent or wilful or that the company transfer any employee if the inquiry has shown that he is physically unfit for his regular occupation and that his unfitness contributed to the occurrence of the accident.

The company is authorized to prevent, using reasonable force if necessary, a violation of a by-law rule or regulation if it leads to danger or annoyance to the public or hindrance to the company.

A general maximum penalty of \$300 and a minimum penalty of \$10 is fixed for contravention of the Act. A trespasser on a yard or road of the company is liable to a penalty of up to \$10.

### Bill Not Passed

A private member's Bill, similar to one introduced last year, which failed to pass second reading, would have added a section to the Trade-unions Act requiring the written consent of the Labour Relations Board to any action brought in a court for an injunction, damages or other relief against a trade union or association of employees arising out of a strike, lockout or other labour trouble. The amendment would also have required two days' notice to be given to the affected parties before an injunction could be issued in an industrial dispute.

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During hearings on a proposed labour relations code for New York's municipal employees, an American Federation of Labour representative urged the city to bar "company unions" in the civic service.

Jerry Wurf, of the American Federation of State, County and Municipal Employees, defined a company union in the governmental field as one that had high public officials among its leaders.

Mr. Wurf also said Communist-dominated unions or those that restricted membership on racial or religious grounds should also be denied recognition as bargaining agents by the new code.

# Legal Decisions Affecting Labour

Supreme Court finds that Labour Relations Board authorized to change bargaining unit. Province's appeal court interprets Quebec Collective Agreement Act. Ontario Supreme Court orders union officers to pay damages to company for unlawful picketing causing breach of contract

The Supreme Court of Canada held that, although a certified union had not lost its majority in a bargaining unit composed of employees of 31 British Columbia hotels, the Labour Relations Board could find appropriate for collective bargaining a new unit composed of employees of one hotel only.

In Quebec the appeal court ruled that a trucker who had contracted to deliver goods for a wholesale grocery company was not required to pay his employees the wages fixed by the decree under the Collective Agreement Act applicable to the wholesale grocery trade.

An Ontario court awarded damages against two construction union officers for causing unlawful picketing.

## Supreme Court of Canada...

...holds that labour board can certify a smaller bargaining unit carved from present 31-hotel unit

On January 25 the Supreme Court of Canada, allowing a union's appeal from the judgment of the British Columbia Court of Appeal (L.G., July 1954, p. 1018), held that the provincial Labour Relations Board had authority to entertain applications for certification of separate bargaining agents for employees of three hotels previously forming part of a multiple-employer bargaining unit. The Board could find the new units appropriate regardless of the fact that the existing bargaining agent had not lost its majority in the existing unit.

The facts of the case were set out by Mr. Justice Estey in his reasons for decision. Local 28 of the Hotel and Restaurant Employees' Union was the certified bargaining agent for employees of 31 hotels in British Columbia and had a collective agreement with the British Columbia Hotels Association for a two-year period ending April 30, 1953. Another union, Local 260 of the British Columbia Hotel Employees' Union, applied to the Labour Relations Board on April 28, 1953, to be certified as bargaining agent for three separate units composed of employees in the Georgia, Niagara and Marble Arch Hotels, all three of which belonged to the 31-hotel unit.

On May 15, 1953, the Board considered the applications and directed that representation votes be taken among employees of the three hotels.

These votes were not taken because Local 28 had taken court proceedings in a similar case, the *Alcazar Hotel* case (L.G., April 1954, p. 561). After the provincial Supreme Court upheld the Board's procedure in that case, the Board on January 6, 1954, notified Local 260 that a vote would be taken at the Georgia Hotel. On January 7 the Hotels Association, supported by Local 28, applied for a writ of prohibition to prevent the Board from certifying Local 260 and from holding representation votes. On February 2, 1954, the British Columbia Supreme Court refused to grant the writ of prohibition (L.G., May 1954, p. 681). Its judgment was reversed by the Court of Appeal on March 26. Local 260 brought an appeal to the Supreme Court of Canada.

Local 28 contended that its certification should remain effective until cancelled under Section 12(7) of the Industrial Conciliation and Arbitration Act.<sup>1</sup> That section provided for cancellation by the Board if the labour organization ceased to be a labour organization, if the employer ceased to be the employer of the employees in the unit, or if after the union had been certified for at least 10 months it had ceased to represent a majority of employees in the unit.

Mr. Justice Estey examined the provisions of the statute. It contemplated that in general a collective agreement would remain in force for the period specified in it. However, provision was made for the termination of an agreement with the consent of the Board, and for the cancellation of a bargaining certificate and the certification of a new bargaining agent. Section 10(1) of the Act, the section specifying the times when a union could apply for certification, made no reference to Section 12(7), the section providing for cancellation of certification by the Board. Section 10(1)(c) of

<sup>1</sup>That Act was replaced by the Labour Relations Act which came into force June 16, 1954.



the Act provided that, where an agreement was in force, 10 months of its term must have expired before a new application for certification could be made. If cancellation of the previous bargaining authority were a condition precedent to the making of a new application, the 10-month period would appear inappropriate and unnecessary. In Mr. Justice Estey's opinion, Sections 10 and 13 of the Act contemplated the making of a new application for certification, such as that made by Local 260 in this case, quite independent of cancellation of certification under Section 12(7).

Local 28 argued that, even if Local 260 could apply for certification under Section 10(1)(c), the Board could determine only the question of representation since the unit was already determined by the prior certification. His Lordship rejected this view, stating that the Act required the Board to determine the appropriateness of the unit on every application. He noted that Section 10(1) referred to "a unit", that is a unit selected by the applicant union itself. There were no words in the section in any way limiting the unit or excluding an application in respect of part of an existing unit.

It had been suggested that to permit the breaking up of bargaining units would undermine the stability and peace the statute was intended to attain. Mr. Justice Estey emphasized that the attainment of that end rested upon satisfaction on the part of employees with wages, working conditions, and with their bargaining authority. Generally collective agreements should be adhered to for their specified term, but where exceptional circumstances developed that made that impossible the Act allowed the Board to deal with the circumstances as they developed and to restore those factors that made for peace and stability.

As the Chief Justice of British Columbia had said, the Act contemplated changing conditions. Mr. Justice Estey held that if, after certification, the unit was inappropriate for collective bargaining or the employees in the unit were not members in good standing of the bargaining agent, the Legislature did not intend that the certification should continue, except that certain limitations as to new applications for certification were specified in the Act.

The Chief Justice, Mr. Justice Rand, Mr. Justice Cartwright and Mr. Justice Locke (with separate reasons for decision) concurred in the decision to allow the appeal and restore the judgment of the British Columbia Supreme Court dismissing the

application for a writ of prohibition to prevent the Board from dealing with Local 260's application for certification. *British Columbia Hotel Employees' Union, Local 260 v. British Columbia Hotels Association and Hotel and Restaurant Employees' Union, Local 28 and Labour Relations Board (B.C.)* [1955] 2 DLR 1.

### Quebec Court of Queen's Bench, Appeal Side . . .

... finds trucker who delivers wholesale groceries not subject to decree governing grocery industry

In a judgment handed down February 7, the Quebec Court of Queen's Bench, Appeal Side, held that the decree under the Quebec Collective Agreement Act applicable to the manufacture and wholesale trade of food products did not cover a trucker who had a contract with a wholesale grocery company for delivery of merchandise.

The decision was given by Mr. Justice Gagné, with whom the Chief Justice and Mr. Justice Bissonnette concurred.

The facts of the case were set out in the reasons for decision. On April 8, 1952, a wholesale grocery company entrusted to a trucking contractor the job of delivering merchandise from 8 a.m. to 5.30 p.m. each day. He was to furnish three or four trucks as required, with two men for each truck, for the sum of \$100 per truck each week, subject to any change required by the parity committee or the Minimum Wage Commission. The plaintiff, the parity committee charged with administering Decree 2347, applicable to the manufacture and wholesale trade of food products, claimed \$899.95 from the company and the trucking contractor as the amount due in wages to employees of the trucker under the decree plus the penalty imposed by the Act.

The committee maintained that the company was jointly liable with the trucker for the amount due by virtue of Section 14 of the Collective Agreement Act and Article 8(b) of the decree. Section 14 of the Act reads:

Every professional employer contracting with a subentrepreneur or a subcontractor, directly or through an intermediary, shall be jointly and severally responsible with such subentrepreneur or subcontractor and any intermediary for the payment of the wage fixed by the decree.

Article 8(b) of the decree was almost identical.

The defendants argued that the trucker was subject only to Decree 1553 governing the trucking industry, on the ground that his contract with the company did not

provide for his participation in its business and that his employees were not in any way employees of the company. The parity committee argued that the employees of the trucker were indirectly taking part in the business of the company and so were entitled to the higher wages fixed by Decree 2347.

Mr. Justice Gagné considered that Section 14 of the Act would apply only to a contractor or subcontractor carrying on the same type of business as that covered by the decree. A decree could cover only the type of work described in it. The defendant trucker carried on only the business of trucking. His Lordship did not accept the plaintiff's argument that the delivery of goods was an essential part of the wholesale grocery business and that the company should not be permitted to evade the decree by entrusting the job of delivering goods to an independent trucker.

The judge noted also that the grocery company had no control over the trucker's employees. He had the sole responsibility for hiring them and for controlling their work subject to the conditions specified in the decree for the trucking industry. His Lordship considered that it would be abnormal for an employer and his employees to be subject to two decrees at the same time.

The Court affirmed the judgment of the Superior Court dismissing the action of the parity committee. *Le Comité Paritaire du Commerce de l'Alimentation en Gros de Québec v. Les Epiciers Unis Inc. et un Autre* [1955] BR 214.

### Ontario Supreme Court...

...awards damages to construction company against two union officers for causing unlawful picketing

On March 14 the Supreme Court of Ontario awarded damages to a construction company against two union officers for unlawful picketing and granted a permanent injunction restraining them or their agents from picketing or attempting to induce breaches of contract between the company and other persons or corporations.

The decision was given by Mr. Justice McLennan, who first described the facts. The plaintiff, Smith Bros. Construction Company Limited, in January 1954 was carrying out five construction contracts in the Niagara peninsula. Part of the work, such as carpentering, was being carried on by the company's own employees, while contracts for roofing, metal work and plastering had been sub-let. The defendants in the case were four officers of Local 713

of the United Brotherhood of Carpenters and Joiners. The company had no collective agreement with the union and the union was not the certified bargaining agent and had not applied for certification. On one or two occasions in 1953 there had been some discussions between the president of the company and two of the union officers about payment of union wage rates. Some of the company's employees were members of Local 713.

On January 20, 1954, Local 713 passed a resolution that something should be "done about Smith Bros." because that company was not paying the union rate. On January 22 two of the union officers told the manager of the Bank of Montreal in Niagara Falls, where construction work was being carried on by the company, that there might be pickets placed on the job. They then called on Mr. Smith and told him they wanted to discuss a contract. When he refused on the grounds that the union was not certified and that the employees were satisfied, he was told that there would be pickets on some of the company's jobs in the near future.

After a meeting of the Niagara Frontier District Council, composed of Local 713 and three other locals, a telegram was sent to an official of the Cyanamid Company informing him that its plant in Welland would be picketed because the Smith Bros. company was unfair to union labour. Two of the defendants met with a representative of the Cyanamid and told him that if there were any Smith Bros. employees working there the plant would be picketed. The Cyanamid Company then notified the construction company that its men were not to work there from January 25, and as a result the Smith Bros. company instructed its employees not to go to that job.

On January 25 some unemployed men were hired by two of the defendants to walk up and down before the construction work at the Bank of Montreal, the Crippled Children's camp and the Ridge-way post office carrying signs reading "Smith Bros. unfair to union labour". The evidence before the Court disclosed that some of the plaintiff's employees and the employees of the subcontractors refused to cross the picket line and did not work from January 25 until February 15. At another job for the Norton Company, the plaintiff's employees did not work from January 27 until February 15.



On February 3 the plaintiff company obtained from the Labour Relations Board a declaration that the union had called an unlawful strike. Nevertheless the picketing continued until February 15 when Mr. Justice Wells of the Ontario High Court granted an interim injunction prohibiting picketing (L.G., July 1954, p. 1020).

The first argument on which the plaintiff based its case for an injunction and damages was that the union officers were responsible for a strike that was unlawful within the meaning of the Ontario Labour Relations Act or at common law. Mr. Justice McLennan considered that the Court was not bound by the Labour Relations Board's declaration that there had been an unlawful strike. He quoted the definition of "strike" in the Act: "'Strike' includes a cessation of work, a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding, or a slow-down or other concerted activity on the part of employees designed to restrict or limit output." The definitions laid down by the courts varied but involved the concept of all or a substantial group of employees ceasing or refusing to work pursuant to an agreement.

His Lordship stated that there was no evidence of the plaintiff's employees acting in concert with reference to the three jobs where the pickets were placed and it was quite evident that not all or nearly all of the plaintiff's workmen refused to work. The refusal of employees of the subcontractors to cross the picket line could not be considered a strike of the plaintiff's employees. As far as the Cyanamid job was concerned, the plaintiff's employees did not go to work there because the plaintiff instructed them not to. In Mr. Justice McLennan's opinion, picketing by men other than employees, without evidence that the body of the company's employees or a majority of a group of its employees acting in concert refused to work, did not constitute a strike under the Act or at common law.

The plaintiff's second argument was that the acts of the union officers constituted an unjustified interference with the company's contractual relations and that the picketing was an offence under the Criminal Code. Mr. Justice McLennan found that the action failed against two of the defendants, since there was no evidence that they had taken part

in arranging for the pickets or in the dealings with the Cyanamid Company. He then dealt with the question of the purpose or intention of the acts of the other two defendants. They justified the picketing of the three jobs and the dealings with the Cyanamid Company on the grounds that the purpose was to inform the public that the plaintiff was unfair to union labour. Mr. Justice McLennan rejected this interpretation of the facts. He considered that the defendants' object was not to inform the public but to force the construction firm to sign an agreement with the union by bringing its operations to a stop. In the case of the Cyanamid Company they achieved their object without picketing. If the purpose of the picketing of the other three premises had been to inform the public, the offices and yard of the Smith Bros. Company would have been picketed, and they were not. Mr. Justice McLennan considered it clear that the two defendants had without justification induced a breach of contract between the Cyanamid Company and the plaintiff, with resulting damage to the plaintiff.

Turning to the question of the picketing, His Lordship noted that there had been no evidence of violence or disturbance of any kind. However, he considered that if workers would not cross a picket line picketing was an effective interference with contractual relations and should not be used without justification and for a wrongful purpose. There was a lawful way open to the union of obtaining a collective agreement with the company under the Labour Relations Act. The defendants had attempted to short-circuit the machinery provided by the Act and by their actions had damaged the plaintiff by interfering with its contractual relations. Since the picketing was a tortious act, the defendants had committed the offence of "watching and besetting" prohibited by the Criminal Code.

The Court required the two union officers to pay \$310.84 in damages to the plaintiff and issued a permanent injunction restraining the defendants or their agents from picketing any premises where the plaintiff was engaged in construction work and from inducing or attempting to induce breaches of contract between the plaintiff and other persons or corporations. *Smith Bros. Construction Company Limited v. Jones et al* [1955] OWN 319.

# Recent Regulations under Provincial Legislation

British Columbia raises minimum hourly rates for construction industry  
Saskatchewan revises regulations governing certification of engineers

Five minimum wage orders for the construction industry in British Columbia have been consolidated in one order, which increases the minimum hourly rates to \$1.50 for tradesmen and \$1 for other, less skilled employees.

The regulations under the Saskatchewan Boiler and Pressure Vessel Act that provide for certification of engineers and firemen were revised. Qualifications were set out for a new engineer's special (provisional) certificate and some changes were made in the qualifications for existing types of certificates.

The nine Quebec minimum wage orders have been renewed for another year, until May 1, 1956.

Supplemental Allowance Regulations have been issued under the Saskatchewan Social Aid Act providing for increased assistance in certain cases to needy recipients of old age security pensions or blind persons' allowances.

## British Columbia Male Minimum Wage Act

A new regulation for the construction industry in British Columbia, Male Minimum Wage Order 12 issued by the Board of Industrial Relations, sets a minimum hourly rate of \$1.50 for tradesmen and \$1 for other employees.

The new order, made March 22 and gazetted April 7, came into effect on May 16. It rescinds and replaces Orders 58 (carpentry) 71 and 75 (painting, decorating and paper-hanging), 13 (plumbing and pipe-fitting) and 12 (the construction trade not subject to the other orders). Under these orders the minimum hourly rates were 90 cents for carpentry, 75 cents for painting, decorating and paper-hanging, \$1 for plumbing and pipe-fitting, and 85 cents for other construction workers. The effect of the new order is to raise the minimum rates in all cases and to make the minimum rates uniform for all branches of construction work.

The construction industry now means the construction, repair, alteration, remodelling, renovation or demolition of any building, railway, tramway, harbour, dock, pier, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterways, or other work of construction, or any part thereof, as well as the preparation for or laying the foundations of any such work

or structure. A tradesman is defined as any employee doing the work usually done by a journeyman boiler-maker, bricklayer, carpenter, electrician, elevator constructor, glazier, lather, mason, painter, paper-hanger, plasterer, pipe-fitter, plumber, steel fabricator and erector, terrazzo mechanic, tile-setter or welder. "Other employees" means all employees not included in the meaning of tradesman.

The order applies to all employees in the industry except those covered by another order or exempted specifically by the Board, employees who, in the opinion of the Board, are employed in a supervisory or managerial capacity, and employees who are permanently employed in maintenance work in industrial establishments or in public and private buildings.

The Board may grant permits allowing employers to pay a rate less than the minimum rate to handicapped employees, part-time employees and apprentices.

Under the Hours of Work Act hours in the construction industry are normally limited to a maximum of eight per day and 44 per week. If longer hours are permitted in special circumstances, the new order provides that the minimum rate is time and one-half the employee's regular rate of pay for all hours worked in excess of eight in the day, or if the hours worked in any day have not exceeded eight, in excess of 44 in the week. This provision with respect to overtime pay may be varied by the Board if a special order is made concerning hours of work in any part of the industry.

Employees are guaranteed their regular rate of pay for the entire period spent at the place of work in response to the employer's call. If an employee does not begin work, he is entitled to his regular rate for two hours' work except where his condition is such that he is not competent to perform his duties or where he has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. Further, if the employee begins work, he is guaranteed four hours' pay at the regular rate unless work is suspended due to reasons completely beyond the control of the employer, such as inclement weather.

Payment of wages at least semi-monthly, up to a day not more than eight days prior to the day of payment, is prescribed.



Every employer must keep posted in a conspicuous place a copy of the order and a schedule of his employees' daily shifts and relief periods. He must also keep a record in the English language of the names, ages, occupations and residential addresses of his employees, and of the wages paid and the hours worked, and make his records available for inspection.

### Ontario Apprenticeship Act

The schedule of courses of study to be followed by apprentices in full-time day classes is now included in the regulations for the motor vehicle trade in Ontario. It is the same as the schedule previously in effect, the schedule under the Vocational Education Act listing courses of study provided at the Provincial Institute of Trades at Toronto for the trade of motor vehicle repairer.

The amendment to the apprenticeship regulations (L.G., March 1954, p. 425) was approved by O. Reg. 57/55 of March 31, gazetted April 23.

### Quebec Minimum Wage Act

Nine minimum wage orders in Quebec were renewed until May 1, 1956, by O.C. 442 of April 21, gazetted April 30.

The nine orders are Order 3, revised, vacations with pay; Order 3a, vacations with pay in the construction industry; Order 4, the general order; 11, charitable institutions and hospitals; 26a, taxicabs in Montreal; 29, taxicabs in Quebec and Lévis; 39, forest operations; 41, municipal and school corporations; and 42, stationary enginemen and firemen.

### Saskatchewan Boiler and Pressure Vessel Act

New regulations with respect to the examination and certification of engineers and firemen under the Saskatchewan Boiler and Pressure Vessel Act were approved by O.C. 745/55 of April 12, gazetted April 22 and effective May 1. They replace regulations issued in 1948 (L.G., 1948, p. 1010). Some changes were made in the qualifications for examination and one new type of licence is provided for.

As previously, four classes of engineer's certificates, and a heating plant engineer's certificate, a refrigeration engineer's certificate, a fireman's certificate and an engineer's provisional certificate are provided for. A 1951 amendment to the Act made provision for an engineer's special certificate which would entitle the holder to operate a high pressure boiler or steam plant of the capacity

indicated in the certificate, provided the capacity did not exceed 50 horse power. The regulations now set out the qualifications for an engineer's special (provisional) certificate. This certificate, the fireman's certificate and the engineer's provisional certificate are temporary certificates, valid only for the period prescribed in the regulations. The others are final and remain valid as long as they continue to be registered annually.

Every candidate for an examination other than an examination for a fireman's certificate must make a written application to the chief inspector. The application, his references and any other required documentary evidence of his qualifications must be in the form prescribed by the Department of Labour. A candidate for examination for a fireman's certificate may make application orally to an inspector.

A candidate for examination for a first class engineer's certificate must be at least 25 years old and be the holder of a valid second class engineer's certificate. Since the issue of the second class engineer's certificate the candidate must have for a period of five years operated as chief engineer a high pressure boiler or steam plant having a capacity of more than 200 horse power or else he must have for a period of three years either operated as chief engineer a high pressure boiler or steam plant having a capacity of not less than 300 horse power or operated as shift engineer a high pressure boiler or steam plant having a capacity of not less than 500 horse power. Operating as "shift engineer" means regular employment of the candidate in a steam plant, in connection with the actual operation of steam boilers of the horse power rating specified or of major steam-driven units directly connected therewith, while holding an engineer's certificate as specified and includes the shift engineer in charge or those operating in a lesser capacity. The three-year period of experience is shortened to two and one-half years if the candidate has successfully completed a course approved by the chief inspector covering substantially the same subject matter as is covered in the examination for a first class engineer's certificate. It is shortened to two years if he is a graduate in engineering from a university of recognized standing. Previously it was shortened to two years if the candidate had been employed for five years in the manufacture or repair of steam engines and boilers, but this provision has been omitted from the new regulations.

A candidate for a second class engineer's certificate must be at least 22 years

of age and hold a valid third class engineer's certificate. The required experience since the issue of his third class engineer's certificate is a period of two and one-half years (formerly three) either operating as chief engineer a high pressure boiler or steam plant having a capacity of more than 100 horse power or as shift engineer a high pressure boiler or steam plant having a capacity of more than 200 horse power or else a period of one and one-half years operating, as chief engineer or shift engineer, boilers or plants of not less than 175 or 300 horse power, respectively. The year and one-half period is shortened to one year and three months if the candidate has completed an approved course covering substantially the same subject matter as is covered by the examination for a second class engineer's certificate and shortened to one year if he is a graduate in engineering from a university of recognized standing. A new provision permits the acceptance of a candidate who has for a period of two and one-half years since the issue of his third class engineer's certificate been employed in the maintenance of a high pressure boiler or steam plant having a capacity of not less than 300 horse power. This period will be subject to a reduction of three months where he has completed an approved engineering course and to a reduction of six months where he is a university graduate in engineering.

A candidate for a third class engineer's certificate must have attained the age of 20 years and be the holder of a valid fourth class engineer's certificate. He must have had, since the receipt of that certificate, a year's experience as chief engineer in operating a high pressure boiler or steam plant having a capacity of not less than 75 horse power or as shift engineer in operating one of not less than 125 horse power; or, if he has completed an approved course, he must have had nine months' experience (formerly ten) in either capacity, as above; or, if he is a university graduate in engineering or has been employed for five years in the manufacture and repair of steam engines and boilers, he must have had six months' experience as chief engineer or shift engineer, as above. A fourth alternative is one and one-half year's experience (formerly two) operating as chief engineer a high pressure boiler or steam plant with a capacity of not less than 50 horse power or operating as shift engineer one with a capacity of not less than 75 horse power. A new alternative is one and one-half years' experience in the maintenance of a high pressure boiler or steam plant having a capacity of not less than 125 horse power.

To be eligible for examination for a fourth class engineer's certificate, a candidate must be at least 19 years of age. He must have had a year's experience either firing a high pressure boiler having a capacity of not less than 25 horse power or assisting in the operation of a high pressure boiler or steam plant having a capacity of not less than 100 horse power; or, if he has completed an approved course, nine months (formerly 10) in either capacity; or, if he is a university graduate in engineering, either three months' experience firing a high pressure boiler having a capacity of not less than 25 horse power or six months' experience assisting in the operation of a high pressure boiler or steam plant having a capacity of not less than 100 horse power. The holder of a valid engineer's provisional certificate or heating plant engineer's certificate or of a valid traction engineer's certificate issued under the 1940 Act or a candidate who has held a valid fireman's certificate for six consecutive years or who has been employed for five years in the manufacture and repair of steam engines and boilers will also be eligible for examination if he has for a further period of six months had experience of either type described above. A new section provides for the acceptance of a candidate who is the holder of a valid heating plant engineer's certificate and has for a period of five years while in possession of that certificate either operated as chief engineer or as shift engineer a low pressure boiler or steam plant having a capacity of more than 100 horse power.

Eighteen is the minimum age for a candidate for an engineer's provisional certificate. The candidate must have six months' experience firing a high pressure boiler of not less than 15 h.p. or assisting in the operation of a high pressure boiler or steam plant of not less than 75 h.p.; or he must have held a valid fireman's certificate for three consecutive years and for a period of three months had experience of the above type; or for six months or three full seasons he must have fired a high pressure traction boiler of not less than 15 h.p.

The new provision with respect to the engineer's special (provisional) certificate permits any person to be accepted as a candidate for examination who has reached 18 years of age and who satisfies an inspector that he has sufficient knowledge of and experience in the operation and maintenance of boilers and related equipment and that he will be employed directly in the operation of a boiler for which an operator holding such certificate is required.



The requirements for a fireman's certificate are unchanged. They are the same as the requirements for an engineer's special (provisional) certificate.

For a heating plant engineer's certificate, the candidate must be at least 18 years old. He must have held a fireman's certificate for three consecutive years and, while in possession of the certificate have been in charge of a heating boiler or plant of not less than 40 h.p. or a high pressure boiler used for heating purposes having a capacity of not less than 15 h.p. or have assisted in the operation of a heating boiler or plant of not less than 100 h.p.; or he must have been issued a valid fireman's certificate in six consecutive years and have assisted in the operation of a heating boiler or plant for which an operator holding such certificate is required; or he must have the qualifications listed above for an engineer's provisional certificate.

A candidate for examination for a refrigeration engineer's certificate must also have reached 18 years of age. He must have for 12 months operated or assisted in the operation of a refrigeration plant having a capacity of not less than three tons of refrigeration per 24 hours or else he must be the holder of a first, second, third or fourth class engineer's certificate and have six months' experience as above.

Every examination other than those for a fireman's certificate or for an engineer's special (provisional) certificate is a written one. The two exceptions may be written or oral or both at the discretion of the examining inspector. To obtain a certificate, a candidate must obtain at least 60 per cent of the possible marks in an examination.

A candidate who fails to pass the examination for a first, second, third or fourth class, heating plant, provisional or refrigeration engineer's certificate shall, upon making application be eligible for re-examination at any time after the expiration of three months from the date of the previous examination. However, where a candidate for a first class engineer's certificate fails three consecutive examinations there must be a minimum period of six months between any subsequent examinations. Candidates who fail the examinations for an engineer's special (provisional) or fireman's certificate are eligible for re-examination after the expiration of one month from the date of the previous examination.

A special certificate may be issued to a candidate for a third class, fourth class or heating plant engineer's certificate who has, in two successive examinations conducted

within a period of 12 months (formerly eight), obtained less than 60 per cent of the possible marks but has obtained such marks as are deemed necessary by the chief inspector to justify the issue of the special certificate. The chief inspector has discretion to issue this type of certificate upon the recommendation of the owner of a boiler or steam plant, but it will entitle the holder to operate that boiler or plant only.

Engineers' provisional certificates and firemen's certificates issued under these regulations are valid for one year. The engineer's special (provisional) certificate is valid for one year or for any shorter period indicated on the certificate. The Department of Labour will issue new certificates to certificate holders who apply for renewal and who pay the prescribed fee not less than seven days before expiry of the certificates.

The other types of certificates are final but must be registered annually. When the holder of a final certificate fails to register it for a year or more, the certificate will not be registered until he has paid the fees payable for the years in which he failed to register. The Minister may cancel the certificate of anyone who fails for three consecutive years to register his certificate. When a certificate has been cancelled, the holder must take the examination to obtain a certificate again.

The fees for examinations, registrations and renewals are set out in the regulations. Other provisions govern the conduct of examinations.

### **Saskatchewan Social Aid Act**

Regulations under the Saskatchewan Social Aid Act which govern the payment of supplemental allowances to certain recipients of old age security pensions and of blind persons' allowances were approved by O.C. 849/55 of April 19, gazetted April 29 and effective September 1, 1955. The new Supplemental Allowance Regulations replace two earlier sets of regulations which made provision for supplemental allowances to blind persons and to old age security pensioners in cases of need. (L.G., 1953, p. 116 and Feb., p. 190.)

The supplemental allowance is \$2.50 a month, but provision is now made for an additional allowance in cases of exceptional need. For example, the allowance of \$2.50 a month may be paid to an unmarried recipient whose income does not exceed \$720 a year or the value of whose personal property does not exceed \$1,000; however, if his income from all sources is less than

*(Continued on page 666)*

# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit in March up slightly over February but somewhat less than year earlier; statistics\* show 243,544 initial and renewal claims filed during month, 236,847 in February, 248,421 in March 1954

Initial and renewal claims for unemployment insurance benefit received in March were slightly higher than the total for February but somewhat lower than the March 1954 figure.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 243,544 claims were filed in local offices across Canada, compared with 236,847 in February and 248,421 in March 1954.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on March 31 numbered 563,290 (468,922 males and 94,368 females) in comparison with 578,586 (479,902 males and 98,684 females) on February 28 and 511,660 (431,018 males and 80,642 females) on March 31, 1954. On March 31, 1955, short-time claimants numbered 39,322 and temporary lay-off claimants 2,568.

During March, 252,705 initial and renewal claims were adjudicated, entitlement to benefit being granted in 156,417 or 62 per cent of the cases. Of the 96,288 initial and renewal claims in the category "not entitled to benefit," 84,275 or 88 per cent were on behalf of initial claimants who failed to establish a benefit year. Chief reasons for disqualification (including those arising from revised and supplementary benefit claims) were: "voluntarily left employment without just cause," 6,202 cases; "not unemployed," 4,425 cases; and "not capable of and not available for work," 3,624 cases.

New beneficiaries during March numbered 154,738, compared with 159,917 during February and 152,611 during March 1954.

A total of \$33,952,877 was paid in compensation for 10,621,770 days during March, as against \$28,576,170 and 8,939,252 days during February and \$32,160,928 and 10,127,126 days during March 1954.

\*See Tables E-1 to E-6 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

The average number of beneficiaries per week was estimated at 377.0 thousand for March, compared with 394.6 thousand for February. For the week March 27-April 2, 1954, the estimated number of beneficiaries was 348.6 thousand.

The average daily rate of benefit for March at \$3.20 was unchanged from February. For March 1954 the average daily rate was \$3.18.

### Supplementary Benefit

During March, a supplementary benefit period was established on behalf of 70,642 claimants or 84 per cent of those considered under the supplementary benefit provisions of the Act. Claimants on the live unemployment insurance register on March 31 numbered 156,639 (126,488 males and 30,151 females).

During the month, an amount of \$11,484,134 was paid in compensation for 3,828,071 days.

The average daily rate of benefit for the month was \$3.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards were issued to 4,627,231 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At March 31, employers registered numbered 267,815, a decrease of 692 during the month.



## Enforcement Statistics

During March, 4,063 investigations were conducted by district investigators across Canada. Of these, 2,403 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,660 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 172 cases,\* 41 against employers and 131 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 798.\*

## Unemployment Insurance Fund

Revenue received in March totalled \$17,115,204.50, compared with \$17,173,515.42 in February and \$17,278,634.74 in March 1954. Benefit payments amounted to \$45,423,186.30, compared with \$34,884,364.41 in February and \$37,175,040.91 in March 1954. The balance in the fund at March 31 was \$840,692,316.77. At February 28, there was a balance of \$869,000,298.57 and at March 31, 1954, of \$881,274,133.34.

\*These do not necessarily relate to the investigations conducted during the month.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CU-B 1131, March 8, 1955.

**Summary of the Facts:** The claimant filed a renewal application for benefit on September 14, 1954, and stated that he had worked as a bench fitter for a manufacturer of farm implements at a wage of \$1.68 an hour from September 7, 1954, to September 10, 1954, when he became unemployed as the workers at the plant at which he was employed went on strike.

The company reported that the claimant had voluntarily left his employment to look for other work.

According to the submissions, on June 19, 1954, the interested union commenced negotiations with the company for a wage increase of ten cents an hour for all the hourly-rated employees covered by the bargaining agreement between the two parties. The negotiations dragged on for several weeks and, as no accord could be reached, the company offered to renew the old agreement, which the union refused to accept. The company felt that it had exhausted all means of conciliation afforded it by provincial law and, therefore, set September 7, 1954, as the deadline for acceptance of the offer, after which date no agreement would be considered to exist.

Following this, the provincial Minister of Labour intervened and requested the two parties to meet with a view to ironing out their differences, which was agreed to, and the company changed the deadline to Friday, September 10, 1954. As the meeting failed to bring about a settlement, the company insisted that it would not honour the old agreement after midnight Septem-

ber 10, and as the union took the stand that its employee members could not work without an agreement, a strike was called for 1.00 a.m. on September 11, 1954, at which time 2,500 of the 2,587 employees failed to report to work, thereby causing a stoppage of work at the company's premises.

The insurance officer disqualified the claimant from receipt of benefit as of September 14, 1954, for the duration of the stoppage of work.

The claimant appealed to a court of referees on the grounds that he was not a member of the interested union, that he quit work before the strike in order to look for a job, that the work would have lasted only until September 10 and that he would not have been involved in the dispute if he had not been directed to the job by the local office, which must have known at the time of the referral that a strike was imminent.

The employer further reported that the claimant's employment with the company would have lasted for three or four weeks.

The claimant was present at the hearing of his case before the court of referees. The court unanimously found that the claimant belonged to a grade or class of workers covered by the bargaining agreement and was a possible beneficiary of the result of the strike. The court, however, in view of the employer's statement referred to in the preceding paragraph, lifted the disqualification effective October 1, 1954, estimating that the claimant's employment would have ended on that date if there had been no labour dispute.

The insurance officer appealed to the Umpire on the ground that the court's action in lifting the disqualification was not in keeping with the principle established by the Umpire in Decision CU-B 152.

**Conclusions:** The stoppage of work which took place on September 11, 1954, at the premises at which the claimant was employed bore direct relationship to the dispute which had been in progress for some time between the company and its employees, and as the dispute was connected with conditions of employment I consider that the stoppage of work was due to a labour dispute within the meaning of the Act.

I agree with the court of referees that, regardless of whether the claimant quit his work in anticipation of the strike or actually became unemployed because the other workers went on strike, he, in fact, lost his employment by reason of the stoppage of work at the premises at which he was employed. I also agree that, as he belonged to the grade or class of hourly-paid workers whose working conditions were covered by the bargaining agreement and consequently stood to be affected by the outcome of the labour dispute, he was directly interested therein even though he was not a member of the interested union and was rightly disqualified under Section 41 of the Act.

In my opinion, however, the court of referees erred in lifting the disqualification effective October 1, 1954. The employer's statement that the claimant's employment with the company would have lasted for three or four weeks lacked definite assurance that the contract of service would have terminated on a specific date and, under such circumstances, I consider that the evidence was insufficient to show that the stoppage of work due to the labour dispute ceased to be in any way the effective cause of the claimant's unemployment (CU-B 1121). I therefore direct that the disqualification previously imposed by the insurance officer be reinstated.

The appeal is maintained.

#### Decision CU-B 1143, April 13, 1955.

**Summary of the Facts:** The claimant filed a renewal application for benefit on August 19, 1954 and stated that he had worked as an apprentice printer for a firm of publishers and manufacturing stationers from April 26, 1954, to August 19, 1954, inclusive, when he was "laid off—slack season". The employer reported that he had been laid off because of a plant holiday shutdown from August 20 to September 4, 1954, inclusive.

The insurance officer disqualified the claimant from receipt of benefit (a) under Section 29(1)(a) of the Act for August 19, 1954, as he had worked for the employer on that day, and (b) pursuant to Section 31(1)(c) of the Act and 5(2)(d) of the Benefit Regulations for the days comprising the period August 20 to August 27, as these were days recognized as holidays for his grade, class or shift at the premises at which he was employed.

In response to a request from the local office for further information, the employer stated that the claimant did not receive any pay from the firm during the plant holiday, *viz.*, August 20 to September 4, 1954, but as he had arranged to take his holidays from October 21 to October 30, 1954, inclusive, he would receive pay during this latter period.

From the disqualification designated as (b) above, the claimant appealed to a court of referees, which unanimously found that the claimant was not to be recognized as one of the grades, classes or shifts which were in receipt of holidays in a recognized plant holiday period and that, therefore, he was deemed to be unemployed from August 20 to August 27, 1954.

On behalf of the insurance officer, the chief claims officer appealed to the Umpire on the grounds that the recognized plant holiday covered all employees, that the Act and the Regulations do not make any exception in favour of the employee who chooses to take his holidays at a time apart from the recognized holiday period and, as that period began on August 20, the disqualification should have been from August 20 to 26, for which period it must be held that the claimant was not unemployed pursuant to the provisions of Section 31(1)(c) of the Act.

**Conclusions:** I am unable to find any valid reason to make an exception in favour of the claimant. The provisions of the Act and Regulations in respect to recognized holidays are in no way ambiguous and must apply in his case notwithstanding that he had made a special arrangement with the employer to take his holidays at a time apart from the recognized holiday period. Obviously, the claimant made this arrangement to suit his own convenience, and personal factors such as this cannot be used as a basis for determining an insured person's "grade, class or shift" under Section 29(1)(c) of the Act.

The appeal is allowed.



# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during April

### Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 156 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 84 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	1	\$ 19,441.00
Post Office .....	17	193,357.51

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during April

During April the sum of \$4,378.49 was collected from six employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 172 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Camp Gagetown N B*: Trynor Construction Co Ltd, clearing, grubbing & burning, neighborhood 3. *Camp Borden Ont*: Ontario Electrical Construction Co, installation of electrical distribution, fire alarm & street lighting systems; Sterling Construction Co, construction of school; Aden B Snyder Electric Ltd, installation of electrical distribution, fire alarm & street

lighting systems. *Deep River Ont*: G M Gest Ltd, installation of electrical distribution, fire alarm & street lighting systems. *Prescott Ont*: E P A Construction Co, construction of rental housing units. *Windsor Ont*: Bruce de Santi Contracting Co, permanent improvements to houses on Aubin Road. *Edmonton Alta*: A Janiten, \*landscape renovation, Highlands Court.

### Defence Construction (1951) Limited

*Halifax N S*: C C MacDonald Ltd, supply & installation of two low pressure boilers. *Chatham N B*: Modern Construction Ltd, construction of roads, parking areas, concrete curbs & gutters, sidewalks & additional drainage. *Camp Gagetown N B*: The Atlantic Bridge Co Ltd, construction of automatic deep well pumping station; J. W. McMulkin & Son Ltd, construction of cut-off road; Stephens-Adamson Mfg Co of Canada Ltd, supply & installation of coal handling system for central heating plant; Dominion Bridge Co Ltd, supply, fabrication & erection of structural steel & plate work. *Renous N B*: Stirling Electric Ltd, installation of combination fire alarm & security patrol system. *Valcartier Que*: Trudeau et Fils Ltee, construction of IGPM wells; Horton Steel Works Ltd, construction of steel tank

& altitude valve manholes. *Ville La Salle Que*: Horton Steel Works Ltd, supply & installation of water tank. *Barriefield Ont*: James Kemp Construction Ltd, construction of W O S' & sergeants' quarters. *Camp Borden Ont*: Brennan Paving Co Ltd, construction & repair of roads, parking areas, concrete curbs & gutters, sidewalks & storm drainage. *Clinton Ont*: Elgin Construction Co Ltd, construction of extension to M E section, RCAF Station. *Uplands Ont*: Edge Ltd, supply & installation of addition to automatic wet sprinkler. *Edmonton Alta*: Bird Construction Co Ltd, construction of technical maintenance & quartermaster stores bldg; Northwestern Utilities Ltd, \*construction of gas distribution system—Home Station Development, Griesbach Barracks. *Namao Alta*: P W Graham & Sons Ltd, construction of guard house & gate house.

### Building and Maintenance

*Valcartier Que*: A Deslauriers & Fils Ltee, roofing, siding & insulation of existing garage (bldg 30). *Brantford Ont*: J Usher & Sons, renovating, winterizing & grading, armoury. *Centralia Ont*: Henry W Colton, interior painting of hangars. *Downsview Ont*: Power Plant Contractors

Ltd, addition of oil burner controls in boiler rooms. *Dunnville Ont*: Bray Construction Co Ltd, repair & sand seal of asphalt runway. *Rockcliffe Ont*: Shore & Horwitz Construction Co Ltd, supply & installation of bulk fuel dispensers in bulk fuel storage area.

### Department of Defence Production

*St John's Nfld*: Mrs Annie Manderson, catering, Buckmaster's Field. *Bagotville Que*: Severin Gagne, installation of storm doors on houses, RCAF Station. *Moisie Que*: H J O'Connell Ltd, excavation & installation of water service, RCAF Sta-

tion. *St Sylvestre Que*: Alidore Bergeron, construction of lean-to to recreation hall, RCAF Station. *Aylmer Ont*: Elgin Construction Co Ltd, installation of plumbing & heating equipment, RCAF Station; Lorne N McEwen, extension of officers' mess



kitchen, RCAF Station; G F McCormick, masonry work on foundation of extension to officers' mess kitchen, RCAF Station; Pioneer Appliance Service Ltd, installation of walk-in refrigerators in officers' mess kitchen, RCAF Station. *Cobourg Ont*: Rowe Bros & Co (Canada) Ltd, erection of steel partitions, #26 COD; Joseph Sankey & Sons Canada Ltd, erection of steel partitions, #26 COD. *Kingston Ont*: Vandervoort Plumbing & Heating Ltd, alterations to air conditioning system, CASC, Fort Frontenac. *Niagara Ont*: Canada Catering Co Ltd, catering. *Toronto Ont*: Canada

*Catering Co Ltd*, catering, #6 Personnel Depot. *Trenton Ont*: Gingras Construction Co Ltd, construction of Beacon Building, RCAF Station. *Fort Churchill Man*: Canada Catering Co Ltd, catering. *Cold Lake Alta*: Haddow & Maughan Ltd, installation of heating equipment, RCAF Station. *Edmonton Alta*: McCready Johansson Ltd, erection of paint spray booth in warehouse, Griesbach Barracks. *Comox B C*: W H Johnston, scraping & painting of bldgs, RCAF Station. *Victoria B C*: Parfitt Construction Co Ltd, renovations to mess deck, CSC, Royal Roads.

## National Harbours Board

*Halifax Harbour N S*: Foundation Maritime Ltd, renewal of shipping gallery No 101. *Montreal Harbour Que*: Charles Duranceau Ltd, construction of approach walls & embankment, Dezery Street Subway; Charles Duranceau Ltd, reconstruction

of roadway, section 35; Charles Duranceau Ltd, paving at sections 27 & 28 & excavation of subgrade for railway tracks. *Vancouver Harbour B C*: Viking Automatic Sprinkler Co (B C) Ltd, installation of sprinkler system, No 4 jetty & galleries.

## Department of Northern Affairs and National Resources

*Mackenzie Highway N W T*: B G Linton, maintenance of Highway from Alberta Boundary to & through Hay River Settlement & on West Channel.

## Department of Public Works

*Clarenville Nfld*: Philip Stanley & George Vardy, erection of public bldg. *Grand Falls Nfld*: Eastern Woodworkers Ltd, erection of public bldg. *Souris P E I*: Wallace Noye, Allison Raynor & Wm Noye, improvements to railway wharf (cribwork landing). *Ballantynes Cove, Cribbins Point, Livingstones Cove & South Lake N S*: F W Digdon & Sons Ltd, \*dredging. *Janvrin's Island N S*: MacDonald & MacIsaac, wharf repairs. *Mulgrave N S*: J P Porter Co Ltd, \*dredging. *Blue Cove N B*: Comeau & Savoie Construction Ltd, repairs to wharf. *Campbellton N B*: J P Porter Co Ltd, \*dredging. *Fredericton N B*: Maritime Engineering Ltd, construction of RCMP Officers' quarters. *Miramichi Bay N B*: McNamara Construction Co Ltd, \*dredging. *Point Sapin N B*: Roger LeBlanc, \*dredging. *Shippigan Gully N B*: Diamond Construction Co Ltd, \*dredging. *Amos Que*: La Societe d'Entreprises Gene-

rales Ltee, addition & alterations to public bldg. *Cabano Que*: Etienne Caouette Construction Enrg, addition & alterations to Post Office bldg. *Ste Anne de Sorel (Ile de Grace) Que*: Lucien Lachapelle, reconstruction of two icebreakers. *St Ours Que*: Marine Industries Ltd, \*dredging. *Burlington Channel Ont*: Bedford Construction Co Ltd, cleaning & repainting all steel work of south span, Bascule Bridge. *Cobourg Ont*: McNamara Construction Co Ltd, \*dredging. *Ottawa Ont*: Daoust Construction Reg'd, construction of PBX bldg, Central Experimental Farm. *Port Rowan Ont*: Dean Construction Ltd, harbour improvements (breakwater). *Tobermory Ont*: Marples Ridgway Ltd, construction of wharf. *Vancouver B C*: Modern Building Cleaning Service of Canada Ltd, maintenance cleaning of new Customs Bldg. *Vesuvius Bay B C*: Greenlees Construction Co Ltd, wharf replacement.

## Department of Transport

*Gander Nfld*: Atlas Polar Co Ltd, \*supply & installation of diesel engine. *Seven Islands Que*: The Mitis Construction Co Ltd, construction of Terminal Bldg. *Kenora Ont*: Maffey Steel Boats Ltd, \*con-

struction of scow. *Trenton Ont*: H J McFarland Construction Co Ltd, additional airport development. *Saskatoon Sask*: Mix Bros Construction Co Ltd, additional airport development.

# Wages, Hours and Working Conditions

## Working Conditions in Canadian Metal Mining Industry, April 1954

Despite trend to shorter hours in recent years, more than half the workers in the industry on normal work week of 48 hours or more at survey date; almost 40 per cent of them were on five day work week

While there has been progress towards shorter hours in recent years, more than half the workers in the metal mining industry of Canada had a normal work week schedule of 48 hours or more at April 1, 1954, according to the annual survey by the Economics and Research Branch of the Department of Labour. Almost 40 per cent of the workers were on a five-day week. Larger proportions of the workers are receiving vacations of two or three weeks and the number of paid statutory holidays granted has also increased since 1951.

This analysis deals also with the incidence of pension and insurance plans, training plans, rest periods, bonus plans, and industrial medical facilities provided.

The accompanying tables are confined to the results of the 1954 survey. Similar information on working conditions in metal mining in October 1951 is to be found in the April 1952 issue (pages 484-488).

In the 1954 survey, returns were received from 102 metal mines, which employed 41,194 workers. Of these, 59 establishments with 17,354 workers were engaged in gold mining while 43 with 23,840 were in other types of metal mining, including iron, copper and silver.

**Standard Work Week**—More than half of the workers in this industry have a work week of 48 hours or more but the proportion on shorter schedules has increased since 1951, as is shown by the following figures:

Percentage of Workers on a Standard Work Week of	October 1 1951	April 1 1953	April 1 1954
40 hours .....	29.5	31.2	34.1
44 hours .....	7.1	15.8	11.9
48 hours .....	60.4	52.6	52.6
Over 48 hours .....	3.0	.4	1.4
	100.0	100.0	100.0

In gold mining 93.0 per cent of the miners worked a normal week of 48 hours, whereas in other metal mining 57.2 per

cent of the workers were on a 40-hour week and only 25 per cent worked as long as 48 hours per week.

In Quebec, all the miners covered by this survey were on a normal work week of 48 hours, while in British Columbia more than 98 per cent worked 44 hours or less. In Ontario, and in the "other provinces" group (which comprises Newfoundland, Manitoba and the Yukon Territories) the workers were almost evenly divided between those working 44 hours and less and those working 48 hours or more.

In the metal mining industry as a whole, fewer than two-fifths of the workers are on a five-day week and most of these are engaged in mining metals other than gold, as fewer than 3 per cent of the latter have a five-day week schedule. The prevalence of the five-day week is, however, increasing in the metal mining industry as a whole, as is shown by the following percentages of workers on the five-day schedule:

	Per cent
October 1951.....	29.5
April 1953.....	31.2
April 1954.....	38.8

**Vacations with Pay**—Almost 95 per cent of the metal miners covered by the April 1954 survey could become eligible for paid vacations of two weeks after periods of service of five years or less. In gold mining, 16.4 per cent of the workers earned such vacations after three years or less, while 71.6 became eligible for a two-week vacation after five years' service. In other metal mining, 55.5 per cent of the workers got two weeks' vacation after service of three years or less, with a further 30.9 per cent becoming eligible after five years' service. In 1951 only 87 per cent of the workers could become eligible for two-week vacations.



**TABLE 1.—WORKING CONDITIONS IN THE METAL MINING INDUSTRY, APRIL 1, 1954**

	Total Metal Mining	Gold Mining	Other Metal Mining
Total Coverage.....	41,194	17,354	23,840
Percentage of Non-Office Employees			
Standard Weekly Hours			
40.....	34.1	2.3	57.2
44.....	11.9	4.0	17.7
48.....	52.6	93.0	23.2
Over 48.....	1.4	.7	1.9
On a 5-day Week.....	38.8	2.9	64.9
Vacation With Pay			
One Week with Pay			
After: Less than 1 year.....	5.7	1.3	9.0
1 year.....	88.8	93.7	85.3
Other periods.....	2.3	.5	3.7
Two Weeks with Pay			
After: 1 year.....	3.3	4.8	2.2
2 years.....	8.9	9.7	8.3
3 years.....	26.8	1.9	45.0
5 years.....	48.0	71.6	30.9
Other periods.....	7.9	3.8	10.9
Three Weeks with Pay			
After: 15 years.....	34.8	1.1	59.3
20 years.....	9.7		16.8
Other periods.....	2.4	1.8	2.8
Four Weeks with Pay.....	.3		.6
Paid Statutory Holidays			
None.....	8.3	17.4	1.7
2.....	1.7	3.8	.1
3.....	6.6	11.9	2.8
4.....	10.3	18.2	4.6
5.....	22.8	36.2	13.0
6.....	13.7	6.1	19.2
7.....	30.6	2.5	51.1
More than 7.....	3.9		6.7
No information.....	2.1	3.9	.8
Pension and Insurance Plans			
Employees in establishments reporting:			
Pension Plan.....	49.5	27.5	65.4
Group Life Insurance Plan.....	86.4	84.8	87.6
Hospitalization Plan.....	80.7	91.9	72.6
Surgical Benefits.....	84.5	90.4	80.3
Physicians' Services in Hospital.....	82.9	85.4	81.1
Physicians' Home and Office Calls.....	83.3	84.2	82.6
Insurance Plan providing Cash Compensation for Wage Loss due to Illness.....	79.4	85.9	74.6
Training Plans			
Employees in establishments reporting:			
Training Plan.....	46.1	22.3	63.4
Apprenticeship Training.....	39.0	10.8	59.5
Other Types of Training.....	27.2	11.5	38.7
Rest Periods			
Employees in establishments reporting:			
Rest Periods.....	6.9	14.6	1.3
One per day.....	1.3	3.1	
Two per day.....	5.6	11.5	1.3
Bonus Plan			
Employees in establishments reporting a year-end or Christmas bonus.....	29.8	6.6	46.6
Industrial Medical (Occupational Health) Service			
Employees in establishments reporting:			
Full-time physicians.....	19.5	14.7	23.0
Part-time physicians.....	21.4	18.0	23.9
Full-time registered nurses.....	17.1	6.9	24.5
Part-time registered nurses.....	1.0	.9	1.0

**TABLE 2.—WORKING CONDITIONS IN THE METAL MINING INDUSTRY, BY  
REGIONS, APRIL 1, 1954**

	Canada	Quebec	Ontario	British Columbia	Other (1) Provinces
<i>Total Coverage</i> .....	41,194	7,237	23,979	4,279	5,699
<i>Standard Weekly Hours</i>	Percentage of Non-Office Employees				
40.....	34.1		41.1	49.7	36.3
44.....	11.9		8.4	48.7	14.4
48.....	52.6	100.0	49.2	1.6	44.7
Over 48.....	1.4		1.3		4.6
<i>On a 5-day Week</i> .....	38.8		45.7	69.1	36.3
<i>Vacation With Pay</i>					
One Week with Pay					
After: Less than 1 year.....	5.7	3.0	.3		36.3
1 year.....	88.8	97.0	98.4	98.4	30.9
Other periods.....	2.3				17.0
Two Weeks with Pay					
After: 1 year.....	3.3	3.0	.8	1.6	15.3
2 years.....	8.9	2.3	1.8	54.7	12.7
3 years.....	26.8		44.4	2.0	5.8
5 years.....	48.0	84.2	42.2	18.5	48.9
Other periods.....	7.9	2.4	4.7	23.3	16.8
Three Weeks with Pay					
After: 15 years.....	34.8	.5	45.1	41.9	29.8
20 years.....	9.7	26.7			36.3
Other periods.....	2.4	1.4		11.8	6.6
Four Weeks with Pay.....	.3				2.5
<i>Paid Statutory Holidays</i>					
None.....	8.3	18.1	6.0	10.0	4.3
2.....	1.7	.5		15.4	
3.....	6.6	28.5	1.2		6.8
4.....	10.3	3.5	13.7		12.6
5.....	22.8	41.5	26.5		.3
6.....	13.7	2.5	6.8	23.0	49.9
7.....	30.6		41.3	34.7	21.6
More than 7.....	3.9		3.7	16.5	
No information.....	2.1	5.4	.8	.4	4.5
<i>Pension and Insurance Plans</i>					
Employees in establishments reporting:					
Pension Plan.....	49.5	31.1	54.6	41.2	57.5
Group Life Insurance Plan.....	86.4	90.6	91.1	95.7	54.5
Hospitalization Plan.....	80.7	96.3	91.6	33.1	50.8
Surgical Benefits.....	84.5	96.3	86.4	99.6	50.3
Physicians' Services in Hospital.....	82.9	75.6	87.1	97.6	63.2
Physicians' Home and Office calls.....	83.3	82.3	86.7	97.6	59.4
Insurance Plan providing Cash Compensation for Wage Loss due to Illness.....	79.4	63.5	93.2	69.1	48.0
<i>Training Plans</i>					
Employees in establishments reporting:					
Training Plan.....	46.1	34.1	53.1	44.2	33.2
Apprenticeship Training.....	39.0	27.8	45.8	44.2	20.8
Other Types of Training.....	27.2	10.4	40.7		12.4
<i>Rest Periods</i>					
Employees in establishments reporting:					
Rest Periods.....	6.9	7.5	9.0		2.5
One per day.....	1.3	7.5			2.5
Two per day.....	5.6		9.0		
<i>Bonus Plan</i>					
Employees in establishments reporting a year-end or Christmas bonus.....	29.8	19.7	35.1	41.1	11.9
<i>Industrial Medical (Occupational Health) Service</i>					
Employees in establishments reporting:					
Full time physicians.....	19.5	23.6	4.8	36.2	63.4
Part time physicians.....	21.4	11.9	14.7	43.4	45.3
Full time registered nurses.....	17.1	11.0	3.7	40.5	63.4
Part time registered nurses.....	1.0	1.0	.7	3.9	

(1) Includes, Newfoundland, Manitoba, Yukon Territories.



Vacations of three weeks were granted to 46.9 per cent of all metal miners after service of 15 to 20 years, the former being the most common requirement. In gold mining, however, fewer than 3 per cent of the workers could qualify for holidays of more than three weeks. In 1951 only 38.5 per cent of all metal miners could become eligible for three-week vacations.

**Paid Statutory Holidays**—More than one-third of all metal miners receive seven or more paid statutory holidays. But only 2.5 per cent of gold miners receive this number; in this group the most common number of paid statutory holidays is five, and 44.8 per cent of the workers receive from five to seven such holidays. In 1951 only 7 per cent of all metal miners received seven or more paid holidays.

**Pension and Insurance Plans**—Almost half the metal miners covered by this survey are in establishments which report that they have pension plans and more than 85 per cent are in firms that report group life insurance plans. More than 80 per cent of the workers are protected by various types of medical benefit plans.

**Training Plans**—Of the 102 mines dealt with in this survey, 18, which employed almost 19,000 workers, reported that they had training plans; ten of these, with 15,000 employees, were in the "other metals" group.

**Rest Periods**—Rest periods are observed by only 11 of the mines covered by the survey and of these, eight are engaged in gold mining. Two rest periods per day are observed in ten mines.

**Bonus Plans**—Bonus or profit sharing plans were reported by 16 mines which employed almost 30 per cent of the workers in the industry.

**Industrial Health Provisions**—Just under one-fifth of the workers covered were in mines which reported that they employed a full-time physician while a further 17 per cent were in mines in which doctors were employed on a part-time basis.

Nurses, usually on a full-time basis, were reported as being employed in establishments which employed 18.1 per cent of the miners covered.

## Strikes and Lockouts

### Canada, April 1955\*

Although the number of work stoppages resulting from industrial disputes increased during April as compared with March, the majority of them involved few workers and the time lost was moderate. Eighty per cent of the idleness in April was caused by four stoppages involving: knitted goods factory workers at St. Hyacinthe, Que.; auto parts foundry workers at Sarnia, Ont.; grain elevator workers at Fort William and Port Arthur, Ont.; and shipyard electricians at North Vancouver, B.C.

The demand for increased wages and related issues was a factor in 12 of the 22 stoppages in existence during April. Of the other disputes, four arose over union questions, four over causes affecting conditions of work, and two over dismissals or suspensions.

Preliminary figures for April 1955 show a total of 22 strikes and lockouts in existence, involving 2,683 workers, with a time loss

of 25,912 man-days, compared with 11 strikes and lockouts in March 1955, with 1,956 workers involved and a loss of 13,971 days. In April 1954 there were 34 strikes and lockouts, 2,297 workers involved and a loss of 25,081 days.

For the first four months of 1955 preliminary figures show a total of 43 strikes and lockouts, involving 14,795 workers and a time loss of 278,083 days. In the same period in 1954 there were 70 strikes and lockouts, 14,258 workers involved and a loss of 249,030 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in April 1955 and April 1954 was 0.03 per cent of the estimated working time; March 1955, 0.02 per cent; the first four months of 1955, 0.08 per cent; and the first four months of 1954, 0.07 per cent.

Of the 22 stoppages in existence during April, three were settled in favour of the workers, three in favour of the employers, three were compromise settlements and four were indefinite in result, work being

\*See Tables G-1 and G-2 at back of book.

resumed pending final settlement. At the end of the month nine stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions con-

cerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954 and radio parts factory workers at Toronto, Ont., on November 1, 1954.

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in February 1955 was 223 and 15 were still in progress from the previous month, making a total of 238 during the month. In all stoppages of work in progress 47,800 workers were involved and a time loss of 156,000 days caused.

Of the 223 disputes leading to stoppages of work that began in February, 12, directly involving 1,100 workers, arose over demands for advances in wages, and 80, directly involving 13,400 workers, over other

wage questions; six, directly involving 600 workers, over questions as to working hours; 29, directly involving 6,400 workers, over questions respecting the employment of particular classes or persons; 83, directly involving 13,300 workers, over other questions respecting working arrangements; seven, directly involving 400 workers, over questions of trade union principle; and six, directly involving 4,600 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for March 1955 show 300 work stoppages resulting from labour-management disputes beginning in the month, involving 165,000 workers. The time loss for all work stoppages in progress during the month was 1,600,000 man-days. Corresponding figures for February 1955 were 250 stoppages involving 90,000 workers and a loss of 570,000 days.

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# Prices and the Cost of Living\*

## Consumer Price Index, May 2, 1955

Rising for the second consecutive month, the consumer price index (1949=100) moved from 116.1 to 116.4 between April 1 and May 2; the advance resulted almost entirely from an exceptionally sharp increase in the price of potatoes, from 47.8 cents to 73.8 cents per 10 pounds. Other foods were relatively stable.

The potato price rise accounted for the advance in the food index from 111.0 to 112.3. Somewhat higher prices were registered for fresh fruits and most cuts of beef, while butter, margarine and all items of pork were fractionally lower.

The clothing index remained unchanged at 107.9 as the few fractional decreases registered were not sufficient to move the total clothing series.

A seasonal decrease in the price of coal and a slight drop in insurance rates on household effects decreased the household operation series from 116.9 to 116.4.

The index of other commodities and services remained practically unchanged, moving from 118.2 to 118.3 as higher quotations for theatre admissions and men's hair cuts over-weighed decreases in automobile tires and insurance, and toilet soap.

The shelter component moved from 128.7 to 128.8 as both the rent and home-ownership components moved up slightly.

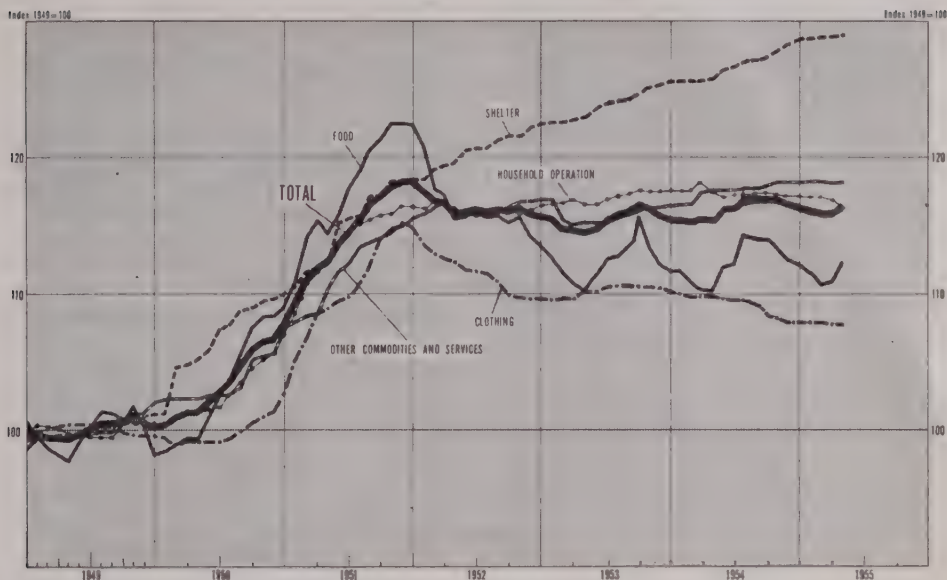
The index one year earlier (May 1, 1954) was 115.5. Group indexes on that date

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\*See Tables F-1 and F-2 at back of book.



## CONSUMER PRICE INDEX FROM JANUARY 1949



were: food 110.2, shelter 125.8, clothing 109.9, household operation 117.3 and other commodities and services 117.5.

### City Consumer Price Indexes, April 1955

Five of the ten city consumer price indexes (1949=100) registered changes of less than 0.2 per cent between March 1 and April 1, three remained unchanged, one increased 0.6 per cent and one decreased by the same amount. Prices were notably stable in all cities and, of the fifty group indexes published (food, shelter, clothing, household operation, and other commodities and services for each city), only five showed changes of one-half of one per cent or more.

The food index for St. John's advanced 0.6 per cent, largely because of higher prices for eggs and fresh fruits and vegetables. In Toronto, potatoes and chicken showed larger increases than occurred in most other cities; combined with changes in other foods, this advanced the food index 0.7 per cent. A decrease in the price of bread in Vancouver accounted for most of the decline of 0.5 per cent in the food index for that city. In St. John's increases in the health and recreation components advanced the other commodities and services index 1.3 per cent. The same group index for Vancouver moved down 1.6 per cent as a result of a reduction in bus and street car fares.

Regional consumer price index point changes between March 1 and April 1 were

as follows: St. John's +0.6 to 103.5†; Toronto +0.2 to 118.4; Saskatoon-Regina +0.2 to 113.9; Halifax +0.1 to 114.6; Ottawa +0.1 to 116.9; Winnipeg +0.1 to 115.3; Vancouver -0.7 to 117.2. Saint John, Montreal and Edmonton-Calgary remained unchanged at 117.6, 116.7 and 114.2 respectively.

### Wholesale Prices, April 1955

The general wholesale price index (1935-39=100) advanced 0.5 per cent to 218.5 for April, from 217.4 for March. Six of the eight major group indexes increased while two declined.

Vegetable products moved up 1.1 per cent to 199.0. An advance in potato prices was exceptionally sharp. Further advances in copper and its products, zinc, aluminum and gold overbalanced a fractional decrease in tin ingots to move the non-ferrous metals index up 2.7 per cent to 183.8. Wood, wood products and paper rose 0.4 per cent to 293.8.

Increases of 0.4 per cent each were registered by iron and its products and non-metallic minerals, due to firmer prices for scrap iron and steel and hardware for the former, and coal, building tile, window glass and sulphur for the latter. Chemicals and allied products changed 0.2 per cent to 177.2 with higher quotations for some paint materials, sodium bichromate, methylene blue and industrial gases.

†On base June 1951=100.

Animal products and fibres, textiles and textile products were the two exceptions to the upward trend in April. The former declined 0.5 per cent to 225.0, the latter 0.5 per cent to 226.3.

Farm product prices at terminal markets advanced 4.4 per cent to 212.7 in April from 203.7 in March. Field products, reflecting the sharp change in potato prices, coupled with a lesser advance in hay, moved up 12.5 per cent to 186.8. A decrease of 1.1 per cent to 238.7 in animal products resulted from easier quotations for livestock and butterfat, fluid milk and eggs in eastern markets, which outweighed advances in fowl, cheese milk and raw wool prices in Eastern Canada and eggs in the West.

Residential building material prices were slightly firmer in April, the composite index (1935-39=100) moving up to 280.7 from 279.5 for March. The non-residential

building materials price index (1949=100) also moved upward, to 122.0 from 121.7.

### U.S. Consumer Price Index, April 1955

The consumer price index for the United States dropped 0.1 per cent between mid-March and mid-April, the first change since last December, the Bureau of Labor Statistics, U.S. Department of Labor, has reported. It dropped from 114.3, where it had stood for four consecutive months, to 114.2 (1946-49=100), 0.3 per cent below last April's 114.6.

### U.K. Index of Retail Prices, February 1955

The index of retail prices compiled by the United Kingdom Ministry of Labour remained stationary at 110.2 (Jan. 1952=100) between mid-January and mid-February. In mid-February 1954 it was 105.6.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in THE LABOUR GAZETTE.

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2. **U.S. Bureau of Labor Statistics.** *Construction Cost Indexes; Annual Indexes, 1915-1953; Monthly Indexes, Jan. 1949-July 1954.* Washington, 1954. Pp. 19.

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6. **Free Europe Committee. Mid-European Studies Center.** *Women as Workers in Captive Europe.* New York, 1954. 22p.

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# Labour Statistics

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 19, 1955**

(Estimates in Thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,400	94	394	1,557	1,983	934	438
Agricultural.....	769	*	40	176	218	299	34
Non-Agricultural.....	4,631	92	354	1,381	1,765	635	404
Males.....	4,195	76	317	1,199	1,501	758	344
Agricultural.....	748	*	38	172	214	290	32
Non-Agricultural.....	3,447	74	279	1,027	1,287	468	312
Females.....	1,205	18	77	358	482	176	94
Agricultural.....	21	*	7	16	24	37	4
Non-Agricultural.....	1,184	18	75	354	478	167	92
All Ages.....	5,400	94	394	1,557	1,983	934	438
14—19 years.....	498	13	38	179	165	77	26
20—24 years.....	708	17	49	230	242	123	47
25—44 years.....	2,526	41	178	730	927	438	212
45—64 years.....	1,462	20	110	375	565	259	133
65 years and over.....	206	*	19	43	84	37	20
<i>Persons with Jobs</i>							
All status groups.....	4,999	83	349	1,384	1,887	882	414
Males.....	3,833	65	275	1,041	1,418	711	323
Females.....	1,166	18	74	343	469	171	91
Agricultural.....	759	*	40	172	215	296	34
Non-Agricultural.....	4,240	81	309	1,212	1,672	586	380
Paid Workers.....	3,826	70	265	1,075	1,518	523	345
Males.....	2,758	53	199	765	1,110	370	261
Females.....	1,068	17	66	310	438	153	84
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	401	11	45	173	96	52	24
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,068	155	467	1,396	1,639	948	463
Males.....	1,019	53	104	255	291	210	106
Females.....	4,049	102	363	1,141	1,348	738	357

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 19, 1955		Week Ended February 19, 1955		Week Ended March 20, 1954	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work .....	418	393	404	375	335	313
Without Jobs .....	401	378	379	357	321	299
Under 1 month .....	78	.....	69	.....	72	.....
1—3 months .....	164	.....	193	.....	135	.....
4—6 months .....	114	.....	77	.....	92	.....
7—12 months .....	31	.....	26	.....	17	.....
13—18 months .....	•	.....	•	.....	•	.....
19—and over .....	•	.....	•	.....	•	.....
Worked .....	17	15	25	18	14	14
1—14 hours .....	•	•	•	•	•	•
15—34 hours .....	12	10	17	14	•	•

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

• Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total .....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total .....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1954 1st Quarter .....	743	5,052	16,389	3,785	2,254	28,223	15,488*
1955 1st Quarter .....	723	3,259	9,338	2,424	1,883	17,627	9,063*

\* These totals include all age groups.

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1954 1st Quarter.....	1,877	1,142	366	546	2,501	2,577	127	4,161	2,269	173	15,739
1955 1st Quarter.....	1,489	712	193	310	1,646	1,221	75	1,971	1,520	57	9,194

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1948—Average.....*	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	302	62	230	199	32	901
1953—Average.....	73	330	70	250	215	34	972
1954—Average.....	74	323	68	257	235	35	992
January, 1954.....	65	322	56	245	223	34	945
February.....	66	325	54	247	225	33	950
March.....	62	323	54	245	226	33	943
April.....	59	322	59	251	229	34	954
May.....	69	320	67	253	232	34	975
June.....	74	325	70	259	237	35	1,000
July.....	80	323	77	262	233	35	1,010
August.....	83	323	76	261	235	36	1,014
September.....	84	326	78	263	244	35	1,030
October.....	86	323	82	265	244	36	1,036
November.....	83	321	77	265	246	36	1,028
December, 1954.....	79	325	71	264	250	36	1,025
January, 1955.....	73	318	60	253	246	34	984
February.....	70	328	56	253	249	34	990

\* Includes Newfoundland, since 1949.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,385,003.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.6	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1, 1954.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
Jan. 1, 1955.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1, 1955.....	105.6	150.3	141.7	60.89	105.6	152.6	143.8	63.21

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

Source: Employment and Payrolls, (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954
<b>(a) Provinces</b>						
Newfoundland.....	110.3	113.9	112.3	54.17	52.43	56.57
Prince Edward Island.....	101.4	96.7	102.4	45.61	46.27	43.62
Nova Scotia.....	91.3	91.7	95.2	51.32	50.36	50.57
New Brunswick.....	96.3	96.3	96.8	53.93	52.21	51.40
Quebec.....	104.6	105.7	105.2	58.60	57.76	56.89
Ontario.....	108.2	107.4	110.2	63.33	62.61	61.36
Manitoba.....	98.8	100.7	99.6	57.97	57.27	56.29
Saskatchewan.....	106.1	107.8	108.7	57.44	56.98	55.66
Alberta.....	121.4	123.7	119.4	61.74	62.05	60.80
British Columbia.....	100.8	99.8	98.5	65.29	64.82	64.23
<b>Canada.....</b>	<b>105.6</b>	<b>105.8</b>	<b>106.6</b>	<b>60.89</b>	<b>60.15</b>	<b>59.22</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	106.4	108.6	106.6	45.12	44.17	43.54
Sydney.....	89.2	89.8	94.7	60.77	60.06	60.42
Halifax.....	114.7	110.6	116.3	49.97	48.68	48.87
Saint John.....	108.3	104.6	108.3	50.62	49.43	48.30
Quebec.....	101.5	102.0	106.0	49.67	49.16	47.80
Sherbrooke.....	99.4	100.0	97.3	51.45	49.81	47.92
Three Rivers.....	94.7	93.2	94.9	56.73	56.59	55.72
Drummondville.....	74.2	74.1	60.7	54.42	54.58	52.18
Montreal.....	107.7	107.1	109.6	59.01	58.50	57.59
Ottawa—Hull.....	108.5	109.4	104.7	56.05	55.72	53.90
Peterborough.....	91.0	91.4	99.2	63.38	63.54	62.54
Oshawa.....	151.2	149.3	158.4	69.05	72.79	67.19
Niagara Falls.....	111.7	114.0	149.6	69.45	68.96	71.52
St. Catharines.....	111.6	112.4	111.2	70.12	70.87	67.38
Toronto.....	118.1	118.2	119.3	63.90	63.64	61.94
Hamilton.....	99.5	99.3	104.9	64.90	63.78	62.54
Brantford.....	83.3	82.3	83.4	59.91	59.68	59.50
Galt.....	93.1	92.4	99.4	55.32	54.81	54.54
Kitchener.....	101.3	100.3	103.8	58.75	58.15	55.88
Sudbury.....	127.6	129.4	133.7	74.61	74.32	72.55
London.....	106.4	106.4	111.2	57.25	57.73	55.94
Sarnia.....	113.1	110.7	114.6	73.86	73.11	71.88
Windsor.....	100.4	81.2	106.3	74.72	70.27	68.38
Sault Ste. Marie.....	101.8	96.2	108.1	68.28	68.26	65.90
Ft. William—Pt. Arthur.....	96.1	96.4	102.5	61.06	60.99	60.13
Winnipeg.....	99.2	100.8	99.2	55.50	54.86	53.64
Regina.....	109.4	109.8	112.7	55.16	54.67	53.28
Saskatoon.....	107.2	111.4	112.2	54.29	54.04	52.55
Edmonton.....	138.3	141.7	132.9	57.96	58.73	56.90
Calgary.....	130.2	131.3	122.7	59.07	59.55	58.04
Vancouver.....	100.4	100.0	99.0	62.84	62.48	60.98
Victoria.....	112.3	108.5	107.0	57.87	59.74	57.71

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954
<b>Mining</b>	<b>110-1</b>	<b>110-2</b>	<b>108-5</b>	<b>73.52</b>	<b>73.40</b>	<b>70.71</b>
Metal mining	112-5	112-0	109-6	76.31	76.19	73.30
Gold	80-8	81-1	79-5	69.20	69.25	67.04
Other metal	142-0	140-9	137-3	80.09	79.92	76.63
Fuels	104-1	105-2	104-9	71.51	71.20	68.59
Coal	73-4	75-3	82-0	59.31	59.34	58.57
Oil and natural gas	205-6	204-0	180-7	85.88	85.66	83.69
Non-metal	117-7	117-0	114-8	67.02	67.48	65.49
<b>Manufacturing</b>	<b>105-6</b>	<b>103-6</b>	<b>108-3</b>	<b>63.21</b>	<b>62.53</b>	<b>61.13</b>
Food and beverages	94-5	96-4	95-4	56.75	56.15	55.05
Meat products	109-0	113-0	108-6	65.54	65.91	63.09
Canned and preserved fruits and vegetables	63-0	69-6	62-5	52.39	49.90	50.63
Grain mill products	102-6	102-1	102-2	59.26	58.74	59.28
Bread and other bakery products	103-4	103-1	102-3	52.67	52.52	51.77
Distilled and malt liquors	96-9	97-8	100-9	70.48	69.96	66.85
Tobacco and tobacco products	102-2	109-2	106-1	54.42	52.96	52.09
Rubber products	103-4	102-5	102-9	65.42	64.09	62.09
Leather products	87-5	86-1	92-0	43.58	43.17	42.37
Boots and shoes (except rubber)	91-2	88-8	95-2	41.49	41.16	40.74
Textile products (except clothing)	83-1	80-9	81-3	51.88	51.57	49.09
Cotton yarn and broad woven goods	83-1	81-9	78-7	49.06	48.34	45.85
Woolen goods	70-9	69-7	68-1	50.03	49.75	48.38
Synthetic textiles and silk	84-9	86-6	84-3	57.32	57.83	55.53
Clothing (textile and fur)	91-9	90-1	95-7	42.42	42.25	41.90
Men's clothing	94-2	92-5	98-9	41.12	40.96	40.94
Women's clothing	96-8	95-4	102-4	43.34	42.97	43.13
Knit goods	79-0	78-0	82-9	43.05	42.95	42.21
Wood products	99-4	98-1	96-0	56.09	55.77	54.10
Saw and planing mills	101-5	100-0	94-7	58.05	58.02	56.32
Furniture	102-8	102-5	103-6	53.60	52.62	51.06
Other wood products	83-9	81-9	87-7	60.86	60.45	49.73
Paper products	111-6	111-0	109-7	73.59	73.40	71.47
Pulp and paper mills	114-5	113-9	111-2	78.93	78.90	77.32
Other paper products	104-5	103-7	106-2	59.34	58.68	56.54
Printing, publishing and allied industries	111-1	110-7	109-1	66.95	66.21	64.54
Iron and steel products	97-9	96-4	103-9	89.37	88.50	87.00
Agricultural implements	73-7	70-0	75-9	70.60	71.06	69.11
Fabricated and structural steel	122-1	126-7	133-5	75.32	73.42	72.84
Hardware and tools	98-3	97-6	104-3	65.02	64.52	61.91
Heating and cooking appliances	94-8	93-8	89-3	60.62	59.61	58.60
Iron castings	89-6	85-0	92-2	68.63	67.11	66.46
Machinery mfg.	105-5	105-7	111-4	68.09	67.43	66.56
Primary iron and steel	97-3	94-3	102-8	74.15	72.71	70.05
Sheet metal products	97-9	97-8	104-4	66.23	66.16	64.54
Transportation equipment	133-8	121-1	149-7	72.39	71.02	69.42
Aircraft and parts	335-0	331-8	370-6	75.10	75.00	74.36
Motor vehicles	127-2	88-7	131-0	82.49	78.79	73.64
Motor vehicle parts and accessories	120-3	113-9	120-8	71.75	72.96	67.81
Railroad and rolling stock equipment	81-2	79-9	101-0	64.40	64.26	64.95
Shipbuilding and repairing	140-4	133-4	173-5	64.20	63.24	64.51
Non-ferrous metal products	120-2	119-5	114-4	71.55	70.73	68.47
Aluminum products	121-5	121-5	119-7	67.31	67.13	65.98
Brass and copper products	102-7	102-3	104-8	68.09	67.22	64.59
Smelting and refining	140-1	139-5	126-0	77.80	76.88	74.14
Electrical apparatus and supplies	132-5	132-3	137-1	67.21	67.21	65.43
Non-metallic mineral products	110-5	109-9	108-9	66.13	65.71	63.73
Clay products	91-8	97-0	90-9	64.56	62.60	61.86
Glass and glass products	121-8	115-9	121-8	63.46	64.22	62.34
Products of petroleum and coal	120-3	119-4	117-1	86.69	87.08	84.59
Chemical products	119-8	119-5	119-8	68.73	68.60	65.76
Medicinal and pharmaceutical preparations	108-2	108-2	107-6	64.01	63.47	60.95
Acids, alkalis and salts	123-7	122-1	124-3	77.12	76.89	72.87
Miscellaneous manufacturing industries	100-4	99-4	105-0	54.80	54.48	53.17
<b>Construction</b>	<b>87-2</b>	<b>91-2</b>	<b>89-5</b>	<b>63.04</b>	<b>62.36</b>	<b>63.81</b>
Buildings and structures	93-3	97-2	99-7	66.91	66.19	68.30
Building	94-8	98-6	96-2	65.73	64.81	62-67
Engineering work	86-8	90-7	127-1	72.63	72.84	75.87
Highways, bridges and streets	77-5	81-5	73-3	55.63	55.11	54.13
<b>Service</b>	<b>108-0</b>	<b>108-6</b>	<b>105-7</b>	<b>40.11</b>	<b>39.90</b>	<b>38.80</b>
Hotels and restaurants	102-5	103-4	100-1	34.86	34.70	34.13
Laundries and dry cleaning plants	99-8	100-3	99-1	37.04	36.93	36.23
<b>Industrial composite</b>	<b>105-6</b>	<b>105-8</b>	<b>106-6</b>	<b>60.89</b>	<b>60.15</b>	<b>59.22</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954	Mar. 1, 1955	Feb. 1, 1955	Mar. 1, 1954
Newfoundland.....	42.3	40.1	43.6	134.8	139.0	136.1
Nova Scotia.....	41.4	40.7	40.9	125.3	123.4	125.6
New Brunswick.....	42.7	42.4	42.5	126.8	126.2	125.0
Quebec.....	42.4	42.1	42.5	128.5	128.1	126.7
Ontario.....	40.8	40.6	40.5	151.6	150.4	148.2
Manitoba.....	40.2	40.0	40.7	136.1	136.3	134.6
Saskatchewan.....	40.2	40.0	40.9	148.1	148.0	143.2
Alberta.....	39.9	40.6	40.2	150.2	150.3	145.6
British Columbia.....	38.7	38.8	38.1	172.0	171.0	169.6

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.).



TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1955	Feb. 1 1955	Mar. 1 1954	Mar. 1 1955	Feb. 1 1955	Mar. 1 1954	Mar. 1 1955	Feb. 1 1955	Mar. 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-3	43-5	42-4	160-8	160-3	157-5	69.63	69.73	66.78
Metal mining.....	44-6	44-8	43-6	164-6	163-6	160-9	73.41	73.29	70.15
Gold.....	46-5	46-9	45-9	140-7	139-1	137-1	65.43	65.24	62.93
Other metal.....	43-5	43-7	42-3	178-8	178-5	175-3	77.78	78.00	74.15
Fuels.....	41-2	41-4	40-0	155-0	156-0	154-5	63.86	64.58	61.80
Coal.....	39-4	39-2	38-3	146-3	147-9	149-4	57.64	57.98	57.22
Oil and natural gas.....	46-2	47-6	46-4	175-9	175-2	170-4	81.27	83.40	79.07
Non-metal.....	42-0	42-5	42-7	154-6	153-6	148-0	61.93	65.28	63.20
Manufacturing.....	41-2	41-0	41-1	143-5	142-7	140-6	59.12	58.51	57.79
Food and beverages.....	41-0	40-7	41-0	125-5	125-5	122-1	51.46	51.08	50.06
Meat products.....	39-9	40-4	39-4	153-2	153-7	148-8	61.13	62.09	58.63
Canned and preserved fruits and vegetables.....	39-8	39-3	40-3	113-0	108-8	109-2	44.97	42.76	44.01
Grain mill products.....	40-2	40-2	41-9	137-3	136-0	135-4	55.19	54.67	56.73
Bread and other bakery products.....	43-3	43-0	42-6	108-8	108-1	106-4	47.11	46.48	46.60
Distilled and malt liquors.....	39-4	39-8	39-1	161-0	160-4	155-0	63.43	63.84	60.61
Tobacco and tobacco products.....	39-9	40-4	39-3	125-7	121-6	121-9	50.15	49.13	47.91
Rubber products.....	42-5	42-0	40-6	147-5	145-6	146-1	62.69	61.15	59.32
Leather products.....	40-6	40-1	40-6	100-0	100-4	98-2	40.60	40.28	39.87
Boots and shoes (except rubber).....	40-1	39-4	40-4	96-2	96-9	94-0	38.58	38.18	37.98
Textile products (except clothing).....	43-0	42-7	40-9	111-6	110-8	110-4	47.99	47.31	45.15
Cotton yarn and broad woven goods.....	41-1	40-7	38-6	112-6	111-8	110-4	46.29	45.50	42.61
Woolen goods.....	43-7	43-8	41-9	104-3	104-2	105-5	45.58	45.64	44.20
Synthetic textiles and silk.....	45-9	45-4	43-5	116-7	116-2	115-1	53.57	52.75	50.07
Clothing (textile and fur).....	38-8	38-3	38-6	98-9	98-2	98-6	38.37	37.99	38.06
Men's clothing.....	38-2	37-7	38-6	98-0	98-6	96-9	37.44	37.17	37.40
Women's clothing.....	37-6	36-9	37-7	104-3	104-7	104-5	39.22	38.63	39.40
Knit goods.....	39-9	40-0	38-8	97-4	97-1	99-6	38.86	38.84	38.64
*Wood products.....	41-9	41-7	41-7	128-0	127-6	124-6	53.63	53.21	51.96
Saw and planing mills.....	41-1	41-0	40-9	137-2	136-7	133-9	56.39	56.05	54.77
Furniture.....	43-3	42-6	42-6	116-0	115-5	113-4	50.23	49.20	48.31
Other wood products.....	43-8	43-6	43-5	107-1	106-4	106-5	46.91	46.39	46.33
Paper products.....	42-3	42-2	42-9	163-6	163-8	158-3	69.20	69.12	67.91
Pulp and paper mills.....	42-6	42-7	43-3	174-6	174-8	169-7	74.38	74.64	73.45
Other paper products.....	41-4	41-0	41-5	129-7	129-4	124-4	53.70	53.05	51.63
Printing, publishing and allied industries.....	39-8	39-5	39-8	170-3	169-0	164-8	67.78	66.76	65.59
*Iron and steel products.....	41-1	40-8	40-9	161-3	160-0	156-7	66.29	65.28	64.09
Agricultural implements.....	40-3	40-5	39-8	170-7	170-3	167-7	68.79	68.97	66.74
Fabricated and structural steel.....	41-3	41-4	41-2	167-5	165-6	165-6	69.18	68.56	68.23
Hardware and tools.....	41-5	41-2	41-0	146-7	145-6	141-7	60.88	59.99	58.10
Heating and cooking appliances.....	40-9	39-6	41-0	140-4	141-4	136-6	57.42	55.99	56.01
Iron castings.....	42-1	41-4	41-4	158-4	156-2	155-8	66.69	64.67	64.50
Machinery manufacturing.....	41-7	41-6	42-1	155-0	154-3	151-4	64.64	64.19	63.74
Primary iron and steel.....	40-2	39-7	39-4	176-3	174-5	169-7	70.87	69.28	66.86
Sheet metal products.....	40-7	40-6	41-0	154-3	154-8	149-7	62.80	62.85	61.38
*Transportation equipment.....	41-2	40-9	41-7	165-9	164-6	160-8	68.35	67.32	67.05
Aircraft and parts.....	41-1	41-2	44-1	171-7	172-0	164-8	70.57	70.86	72.68
Motor vehicles.....	42-2	41-2	40-6	177-6	175-6	170-5	74.95	72.35	69.22
Motor vehicle parts and accessories.....	41-1	41-4	40-3	167-3	169-2	161-0	68.76	70.05	64.88
Railroad and rolling stock equipment.....	39-8	39-9	40-3	159-6	159-0	159-9	63.52	63.44	64.44
Shipbuilding and repairing.....	41-7	41-4	42-9	151-7	150-8	147-9	63.26	62.43	63.45
*Non-ferrous metal products.....	41-4	41-1	40-9	163-5	162-7	157-8	67.69	66.87	64.54
Aluminum products.....	40-8	41-1	40-6	147-1	146-4	146-8	60.02	60.17	59.60
Brass and copper products.....	41-6	41-5	41-2	163-5	162-1	147-7	63.86	63.12	60.85
Smelting and refining.....	41-6	41-2	41-0	176-8	176-2	170-3	73.55	72.59	69.82
*Electrical apparatus and supplies.....	40-4	40-4	40-4	149-6	150-0	148-9	60.44	60.60	60.15
Heavy electrical machinery and equipment.....	40-1	39-7	40-2	164-4	164-4	164-3	65.92	65.27	66.05
*Non-metallic mineral products.....	43-2	43-3	43-3	146-5	145-2	141-7	63.29	62.87	61.36
Clay products.....	44-7	44-0	44-2	137-4	135-8	132-5	61.42	59.75	58.57
Glass and glass products.....	42-3	42-2	43-4	145-4	144-3	139-7	61.50	62.34	60.63
Products of petroleum and coal.....	40-4	40-8	41-1	189-8	190-6	183-4	76.68	77.76	75.38
Chemical products.....	41-3	41-4	41-6	148-4	148-0	142-2	61.29	61.27	59.16
Medicinal and pharmaceutical preparations.....	41-2	41-0	41-5	123-5	123-0	118-8	50.88	50.43	49.30
Acids, alkalis and salts.....	42-2	42-3	41-9	170-4	169-5	163-4	71.91	71.70	68.46
Miscellaneous manufacturing industries.....	41-5	41-3	41-3	117-9	117-1	115-4	48.93	48.36	47.66
*Durable goods.....	41-3	41-1	41-3	155-0	153-8	151-6	64.02	63.21	62.61
Non-durable goods.....	41-0	40-8	40-8	131-3	131-2	128-2	53.83	53.53	52.31
Construction.....	39-9	39-7	41-6	153-5	152-8	151-6	61.25	60.66	63.07
Buildings and structures.....	39-6	39-3	40-1	163-6	163-4	166-0	64.79	64.22	66.57
Highways, bridges and streets.....	40-5	40-6	43-6	129-9	128-3	118-1	52.61	52.09	51.49
Electric and motor transportation.....	45-2	45-0	45-7	142-0	141-5	139-8	64.18	63.68	63.89
Service.....	40-3	40-2	41-0	85-0	85-2	83-2	34.26	34.25	34.11
Hotels and restaurants.....	40-7	40-6	41-6	85-0	84-9	83-6	34.60	34.47	34.78
Laundries and dry cleaning plants.....	40-3	40-1	40-9	80-6	81-4	78-1	32.48	32.64	31.94

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: FORM U.I.C. 757)

Month		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
May	1, 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
May	1, 1950.....	16,687	15,008	31,695	327,225	77,983	405,208
May	1, 1951.....	36,940	15,513	52,453	163,310	54,201	217,511
May	1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
May	1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
May	1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
June	1, 1954.....	11,284	15,790	30,074	237,848	76,782	314,630
July	1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
August	1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
September	1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
October	1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
November	1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
December	1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
January	1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
February	1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
March	1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April	1, 1955 <sup>(1)</sup> .....	10,611	11,596	22,117	505,472	114,572	620,044
May	1, 1955 <sup>(1)</sup> .....	15,508	14,655	30,163	394,621	98,601	493,222

\*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31, 1955 <sup>(1)</sup>**  
(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				February 28, 1955	March 31, 1954
<b>Agriculture, Fishing, Trapping.....</b>	<b>989</b>	<b>221</b>	<b>1,210</b>	<b>+</b> <b>720</b>	<b>—</b> <b>217</b>
<b>Forestry.....</b>	<b>306</b>	<b>2</b>	<b>308</b>	<b>—</b> <b>318</b>	<b>—</b> <b>26</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>495</b>	<b>67</b>	<b>562</b>	<b>+</b> <b>246</b>	<b>—</b> <b>288</b>
Metal Mining.....	347	10	357	184	75
Fuels.....	86	15	101	32	199
Non-Metal Mining.....	31	4	35	24	24
Quarrying, Clay and Sand Pits.....	7	3	10	6	3
Prospecting.....	24	35	59	0	35
<b>Manufacturing.....</b>	<b>3,002</b>	<b>1,878</b>	<b>4,880</b>	<b>+</b> <b>219</b>	<b>—</b> <b>150</b>
Foods and Beverages.....	158	124	282	37	131
Tobacco and Tobacco Products.....	9	12	21	10	8
Rubber Products.....	30	19	49	14	10
Leather Products.....	33	101	134	8	69
Textile Products (except clothing).....	58	107	165	13	41
Clothing (textile and fur).....	121	890	1,001	56	189
Wood Products.....	190	53	243	81	239
Paper Products.....	146	49	195	20	50
Printing, Publishing and Allied Industries.....	133	78	211	5	24
Iron and Steel Products.....	407	107	514	46	7
Transportation Equipment.....	933	65	998	40	425
Non-Ferrous Metal Products.....	158	40	198	52	65
Electrical Apparatus and Supplies.....	324	94	418	94	115
Non-Metallic Mineral Products.....	63	28	91	36	31
Products of Petroleum and Coal.....	37	16	53	10	14
Chemical Products.....	144	55	199	1	67
Miscellaneous Manufacturing Industries.....	58	50	108	8	87
<b>Construction.....</b>	<b>1,080</b>	<b>108</b>	<b>1,188</b>	<b>+</b> <b>277</b>	<b>+</b> <b>77</b>
General Contractors.....	806	74	880	213	57
Special Trade Contractors.....	274	34	308	64	20
<b>Transportation, Storage and Communication.....</b>	<b>521</b>	<b>267</b>	<b>788</b>	<b>+</b> <b>84</b>	<b>—</b> <b>404</b>
Transportation.....	421	114	535	0	285
Storage.....	28	19	47	18	15
Communication.....	72	134	206	66	134
<b>Public Utility Operation.....</b>	<b>39</b>	<b>29</b>	<b>68</b>	<b>—</b> <b>44</b>	<b>—</b> <b>31</b>
<b>Trade.....</b>	<b>1,846</b>	<b>1,863</b>	<b>3,709</b>	<b>+</b> <b>712</b>	<b>—</b> <b>218</b>
Wholesale.....	593	491	1,084	113	23
Retail.....	1,253	1,372	2,625	599	195
<b>Finance, Insurance and Real Estate.....</b>	<b>611</b>	<b>719</b>	<b>1,330</b>	<b>+</b> <b>94</b>	<b>—</b> <b>302</b>
<b>Service.....</b>	<b>1,788</b>	<b>6,298</b>	<b>8,086</b>	<b>+</b> <b>1,513</b>	<b>—</b> <b>760</b>
Community or Public Service.....	210	887	1,097	159	22
Government Service.....	765	447	1,212	147	702
Recreation Service.....	80	140	220	84	18
Business Service.....	322	326	648	17	82
Personal Service.....	411	4,498	4,909	1,440	16
<b>Grand Total.....</b>	<b>10,677</b>	<b>11,452</b>	<b>22,129</b>	<b>+</b> <b>3,803</b>	<b>—</b> <b>2,319</b>

(1) Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT MARCH 31, 1955 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,065	547	6,212	6,212	1,466	7,678
Clerical workers.....	1,037	3,234	4,271	16,062	26,288	42,350
Sales workers.....	1,385	901	2,286	7,417	15,053	22,470
Personal and domestic service workers.....	634	5,201	5,835	42,191	22,969	65,160
Seamen.....	6		6	4,672	10	4,682
Agriculture and fishing.....	954	38	992	4,606	1,039	5,645
Skilled and semiskilled workers.....	3,028	1,245	4,273	250,666	24,246	274,912
Food and kindred products (inc. tobacco).....	43	11	54	2,592	779	3,371
Textiles, clothing, etc.....	81	915	996	4,735	14,534	19,269
Lumber and wood products.....	297	2	299	45,047	245	45,292
Pulp, paper (inc. printing).....	29	6	35	1,372	566	1,938
Leather and leather products.....	30	67	97	1,716	1,212	2,928
Stone, clay and glass products.....	5	2	7	837	69	906
Metalworking.....	389	24	413	21,228	1,617	22,845
Electrical.....	80	16	96	3,540	1,186	4,726
Transportation equipment.....	1		1	1,375	69	1,444
Mining.....	36		36	2,607		2,607
Construction.....	452		452	74,259	8	74,267
Transportation (except seamen).....	371	12	383	42,723	142	42,865
Communications and public utility.....	24		24	1,758	6	1,764
Trade and service.....	195	154	349	4,888	2,071	6,959
Other skilled and semiskilled.....	875	29	904	28,738	1,310	30,048
Foremen.....	62	7	69	5,883	409	6,292
Apprentices.....	58		58	7,368	23	7,391
Unskilled workers.....	1,502	340	1,842	173,646	23,501	197,147
Food and tobacco.....	33	53	86	7,356	6,751	14,107
Lumber and lumber products.....	179	3	182	24,930	419	25,349
Metalworking.....	198	27	225	8,163	775	8,938
Construction.....	355	2	357	89,978	67	90,045
Other unskilled workers.....	737	255	992	43,219	15,489	58,708
<b>Grand Total.....</b>	<b>10,611</b>	<b>11,506</b>	<b>22,117</b>	<b>505,472</b>	<b>114,572</b>	<b>620,044</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 31, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954	(1) March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954
<b>Newfoundland</b> .....	<b>242</b>	<b>200</b>	<b>180</b>	<b>19,922</b>	<b>20,023</b>	<b>20,738</b>
Corner Brook.....	20	5	10	3,827	3,468	4,411
Grand Falls.....	2		22	1,794	1,741	1,742
St. John's.....	220	195	148	14,301	14,814	14,585
<b>Prince Edward Island</b> .....	<b>144</b>	<b>131</b>	<b>119</b>	<b>4,244</b>	<b>4,423</b>	<b>4,033</b>
Charlottetown.....	118	120	97	2,629	2,793	2,532
Summerside.....	26	11	22	1,615	1,630	1,501
<b>Nova Scotia</b> .....	<b>1,410</b>	<b>914</b>	<b>999</b>	<b>26,207</b>	<b>27,192</b>	<b>26,009</b>
Amherst.....	17	9	5	1,131	1,085	1,073
Bridgewater.....	42	11	32	1,334	1,310	1,242
Halifax.....	1,059	826	793	4,927	5,297	4,704
Inverness.....				1,066	990	990
Kentville.....	166	166	64	3,134	3,342	3,067
Liverpool.....	13	45	6	427	456	634
New Glasgow.....	39	17	19	4,142	4,463	3,555
Springhill.....	1	1	19	626	531	815
Sydney.....	29	6	33	5,575	5,797	5,591
Truro.....	35	22	19	1,380	1,239	1,495
Yarmouth.....	9	11	9	2,465	2,682	2,443
<b>New Brunswick</b> .....	<b>864</b>	<b>715</b>	<b>794</b>	<b>31,949</b>	<b>31,042</b>	<b>31,038</b>
Bathurst.....	113	113	23	5,299	5,095	4,385
Campbellton.....	27	35	39	3,149	2,840	2,660
Edmundston.....	6	19	80	2,890	2,705	2,379
Fredericton.....	258	218	51	2,243	1,833	2,064
Minto.....	6	1	3	728	683	1,051
Moncton.....	243	192	390	8,019	8,391	7,192
Newcastle.....	14	4	6	3,090	2,922	2,667
Saint John.....	171	111	167	2,742	2,980	3,625
St. Stephen.....	8	11	16	1,511	1,568	1,597
Sussex.....	12	9	5	620	531	557
Woodstock.....	6	2	14	1,658	1,494	1,651
<b>Quebec</b> .....	<b>4,719</b>	<b>4,502</b>	<b>5,238</b>	<b>217,369</b>	<b>211,568</b>	<b>199,584</b>
Asbestos.....	16	9	32	889	880	817
Beauharnois.....	23	12	4	1,162	1,164	1,099
Buckingham.....	13	4	7	1,514	1,503	1,704
Causapscal.....	6	21	3	3,657	3,320	3,199
Chandler.....		3	1	2,670	2,544	2,262
Chicoutimi.....	97	137	76	2,856	2,350	2,517
Dolbeau.....	3	28	5	2,532	1,799	2,381
Drummondville.....	34	28	41	2,485	2,768	3,149
Farnham.....	57	40	35	1,233	1,244	1,055
Forestville.....		21	3	2,528	2,096	2,129
Gaspé.....	2		8	1,969	1,836	1,756
Granby.....	28	40	24	2,151	2,375	1,812
Hull.....	38	44	61	4,260	4,120	4,160
Joliette.....	77	117	40	4,001	4,222	3,830
Jonquiere.....	86	27	62	2,772	2,568	2,611
Lachute.....	4	9	15	912	917	924
La Malbaie.....	3	1	1	2,861	2,641	2,883
La Tuque.....	34	23	19	1,008	978	946
Levis.....	51	45	98	6,103	5,957	4,526
Louiseville.....	51	46	11	1,829	1,607	1,495
Maniwaki.....	4	3	5	1,932	1,398	1,663
Matane.....	5	1	6	4,692	4,395	3,939
Megantic.....	7	51	8	1,597	1,352	1,534
Mont-Laurier.....	9	3	7	1,875	1,505	1,821
Montmagny.....	17	14	18	2,514	2,219	2,308
Montreal.....	2,545	2,265	2,766	64,874	68,902	59,051
New Richmond.....	19	7	10	2,469	2,347	2,000
Port Alfred.....	7	6	13	1,589	1,211	1,657
Quebec.....	418	363	599	17,225	16,877	14,856
Rimouski.....	30	31	33	5,606	5,082	5,202
Riviere du Loup.....	25	168	190	7,451	6,153	6,217
Roberval.....	3	13	7	1,587	1,316	1,589
Rouyn.....	111	45	132	4,080	2,702	3,721
Ste. Agathe.....	14	8	2	1,514	1,488	1,629
Ste. Anne de Bellevue.....	32	20	18	1,516	1,626	1,142
Ste. Therese.....	42	23	44	1,911	2,058	1,809
St. Georges Est.....	34	55	57	3,871	3,418	3,624
St. Hyacinthe.....	42	35	128	2,365	2,429	2,534
St. Jean.....	35	39	113	2,043	2,120	2,063
St. Jerome.....	20	17	16	2,134	2,042	1,979
St. Joseph d'Alma.....	30	18	23	2,859	2,572	3,079
Sept Iles.....	25	34	15	1,597	1,475	1,540
Shawinigan Falls.....	66	52	9	5,566	5,326	5,820
Sherbrooke.....	121	151	164	5,659	5,592	5,497
Sorel.....	28	51	30	3,314	3,515	2,253
Theftford Mines.....	58	39	35	2,072	2,073	1,816
Three Rivers.....	185	141	140	6,924	7,058	6,296

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 31, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954	(1) March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954
<b>Quebec—Concluded</b>						
Val d'Or.....	88	99	24	2,543	1,940	2,695
Valleyfield.....	28	52	47	2,277	2,157	2,382
Victoriaville.....	43	43	30	2,321	2,331	2,583
<b>Ontario</b>	<b>8,261</b>	<b>7,079</b>	<b>7,698</b>	<b>181,789</b>	<b>188,749</b>	<b>164,645</b>
Amnrior.....	10	9	13	494	524	469
Barrie.....	91	54	117	1,689	1,835	1,521
Belleville.....	31	18	36	1,922	1,966	1,766
Bracebridge.....	180	31	204	1,662	1,595	1,459
Brampton.....	58	20	48	780	814	617
Brantford.....	45	41	87	2,847	2,831	2,710
Brockville.....	15	21	50	662	706	441
Carleton Place.....		1		417	373	739
Chatham.....	67	52	41	2,757	2,727	2,445
Cobourg.....	8	9	10	716	759	564
Collingwood.....	16	23	20	943	1,058	822
Cornwall.....	59	54	78	3,084	3,128	3,174
Fort Erie.....	5	4	6	709	782	656
Fort Frances.....	12	6	15	790	734	581
Fort William.....	149	107	72	3,400	3,242	3,520
Galt.....	49	55	60	1,249	1,483	1,460
Gananoque.....	10	26	8	360	394	310
Goderich.....	68	26	48	658	697	558
Guelph.....	58	62	94	1,772	2,374	1,697
Hamilton.....	549	399	361	12,676	14,063	12,775
Hawkesbury.....	10	14	34	1,243	1,225	951
Ingersoll.....	17	10	29	634	676	905
Kapuskasing.....	23	14	23	1,538	1,126	1,743
Kenora.....	21	17	14	1,133	856	734
Kingston.....	110	130	201	1,475	1,646	1,657
Kirkland Lake.....	19	18	12	1,463	1,391	1,490
Kitchener.....	51	69	126	2,884	3,242	2,613
Leamington.....	4	3	21	815	940	910
Lindsay.....	268	41	41	1,117	1,087	919
Listowel.....	1	14	23	539	551	498
London.....	451	340	500	4,528	5,495	4,258
Midland.....	15	6	9	1,469	1,642	1,273
Napanee.....	4	19	8	875	954	760
New Toronto.....	103	65	127	3,157	3,342	1,921
Niagara Falls.....	55	46	48	2,891	3,099	2,092
North Bay.....	43	30	47	2,281	2,080	2,439
Oakville.....	109	464	87	621	625	635
Oshawa.....	25	16	25	1,055	1,262	1,048
Ottawa.....	71	89	99	3,247	3,443	3,632
Owen Sound.....	898	916	838	6,885	5,963	4,964
Parry Sound.....	38	37	58	2,359	2,316	2,120
Pembroke.....	16	2	1	648	734	633
Porth.....	106	83	75	2,173	1,957	2,058
Peterborough.....	34	40	26	737	748	660
Pictou.....	43	24	148	3,582	3,693	2,796
Pictou.....	3	6	5	624	697	553
Port Arthur.....	125	146	64	5,800	4,916	5,801
Port Colborne.....	10	8	16	984	1,057	823
Prescott.....	19	8	17	1,034	985	840
Renfrew.....	11	5	6	871	845	878
St. Catharines.....	86	98	99	3,777	4,099	3,823
St. Thomas.....	34	36	63	1,160	1,089	1,042
Sarnia.....	59	56	47	2,825	2,964	2,414
Sault Ste. Marie.....	92	73	75	3,038	3,182	4,087
Simcoe.....	25	26	55	1,139	1,391	1,342
Sioux Lookout.....	6	4	6	352	280	491
Smiths Falls.....	15	9	11	466	542	491
Stratford.....	30	32	48	1,035	1,117	1,116
Sturgeon Falls.....		2	2	1,675	1,534	1,654
Sudbury.....	354	332	54	6,062	5,988	5,540
Timmins.....	31	39	60	4,046	2,254	2,793
Trenton.....	2,682	2,274	2,759	45,274	47,573	34,543
Walkerton.....	30	18	37	1,098	1,163	1,114
Wallaceburg.....	45	41	30	784	779	774
Welland.....	7	4	3	652	779	782
Weston.....	15	13	6	2,498	2,684	3,155
Windsor.....	326	142	82	1,785	1,971	1,320
Woodstock.....	176	152	142	7,086	8,673	6,493
Woodstock.....	45	30	26	768	863	895
<b>Manitoba</b>	<b>1,358</b>	<b>1,206</b>	<b>1,811</b>	<b>29,206</b>	<b>29,378</b>	<b>24,133</b>
Brandon.....	165	147	273	2,539	2,508	2,014
Dauphin.....	12	11	24	1,534	1,568	1,153
Flin Flon.....	21	15	31	266	243	257
Portage la Prairie.....	48	26	60	1,266	1,311	1,106
The Pas.....	12	4	15	197	191	123
Winnipeg.....	1,100	1,004	1,399	23,374	23,554	19,480



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 31, 1955**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954	(1) March 31, 1955	Previous Month March 3, 1955	Previous Year April 1, 1954
<b>Saskatchewan</b> .....	<b>950</b>	<b>588</b>	<b>1,867</b>	<b>20,944</b>	<b>21,571</b>	<b>14,659</b>
Estevan.....	42	21	43	394	392	365
Moose Jaw.....	140	84	190	1,881	1,931	1,529
North Battleford.....	51	25	58	1,878	1,864	1,279
Prince Albert.....	25	13	57	2,532	2,452	1,776
Regina.....	291	171	786	5,035	5,386	2,956
Saskatoon.....	214	154	372	4,824	4,915	3,398
Swift Current.....	58	38	130	1,122	1,226	949
Weyburn.....	70	45	93	512	538	394
Yorkton.....	59	37	138	2,766	2,870	2,013
<b>Alberta</b> .....	<b>2,121</b>	<b>1,676</b>	<b>2,662</b>	<b>32,559</b>	<b>32,219</b>	<b>26,610</b>
Blairmore.....	7	11	7	542	523	531
Calgary.....	819	640	1,125	8,512	8,878	7,983
Drumheller.....	9	9	12	796	600	668
Edmonton.....	850	769	930	15,540	15,185	11,797
Edson.....	67	50	64	392	386	401
Lethbridge.....	205	64	309	3,569	3,553	3,005
Medicine Hat.....	92	63	74	1,554	1,598	1,099
Red Deer.....	55	65	77	1,559	1,460	1,071
Yellowknife.....	17	5	64	65	66	75
<b>British Columbia</b> .....	<b>2,048</b>	<b>1,652</b>	<b>2,319</b>	<b>55,855</b>	<b>62,388</b>	<b>56,604</b>
Chilliwack.....	36	25	102	1,844	2,088	1,650
Courtenay.....	33	19	44	1,204	1,633	1,341
Cranbrook.....	11	8	8	1,120	982	1,317
Dawson Creek.....	31	27	8	530	503	465
Duncan.....	43	38	33	907	1,185	602
Kamloops.....	75	58	53	1,066	1,100	1,019
Kelowna.....	16	18	15	1,254	1,291	1,355
Mission City.....	71	14	70	1,447	1,593	1,292
Nanaimo.....	23	13	43	1,708	2,056	1,563
Nelson.....	17	21	11	1,493	1,557	1,816
New Westminster.....	138	121	129	5,856	6,950	6,100
Penticton.....	7	8	8	1,514	1,626	1,376
Port Alberni.....	19	7	94	425	756	369
Prince George.....	87	113	42	1,052	1,091	1,993
Prince Rupert.....	20	40	33	1,219	1,500	1,162
Princeton.....	2	2	1	395	366	371
Trail.....	18	20	12	1,108	1,175	1,617
Vancouver.....	1,102	865	1,051	25,894	28,634	25,370
Vernon.....	20	17	26	1,791	1,893	1,813
Victoria.....	200	188	235	3,466	3,855	3,468
Whitehorse.....	79	30	341	562	554	485
<b>Canada</b> .....	<b>22,117</b>	<b>18,663</b>	<b>23,727</b>	<b>620,044</b>	<b>623,586</b>	<b>568,053</b>
MALES.....	10,611	9,154	11,434	505,472	510,551	466,120
FEMALES.....	11,506	9,509	12,293	114,572	118,035	101,933

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (3 Months).....	158,366	95,485	62,881	14,219	44,788	50,919	30,081	18,359
1955 (3 Months).....	139,721	84,187	55,534	11,574	35,361	49,203	26,058	17,525

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 31, 1955

(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out
	Reg.	Cas.			Reg.	Cas.			Reg.	Cas.			Reg.	Cas.			Reg.	Cas.			Reg.	Cas.		
<b>Agriculture</b> .....	1	1			50	26			16	9	1		5	1	18		90	1	34		966	305	33	
<b>Forestry</b> .....				23	2				265	169	5	3	204	5	433		1,315	9	213		1,066	938	11	16
<b>Fishing and Trapping</b> ..			1		1								3	1	3						3	3		
<b>Mining, Quarrying and Oil Wells</b> .....																								
Metal Mining.....			1			1			178	180			44	1	59		388	12	47		569	286	32	29
Fuels.....			1			1			172	175			20		27		305	4	47		479	251	16	29
Non-Metal Mining.....									3	3			21	1	29		72	8			4			
Quarrying, Clay and Sand Pits.....																								
Prospecting.....									3	2											10	5		
<b>Manufacturing</b> .....	38	21			41	20			1,332	987	94	14	267	54	422		18,114	11,766	338	89	22,307	15,938	1,077	1,048
Foods and Beverages.....	11	6			15	4	9		271	168	17		39	5	54		989	667	12	4	1,642	1,115	116	24
Tobacco and Tobacco Products.....																	48	29			22	51	2	
Rubber products.....	1								13	12					5		299	246	17	1	255	143	26	3
Leather products.....													1	3			1,144	832	1	9	382	299	3	
Textile Products (except clothing).....						4																		
Clothing (textile and fur).....						4			5	5		1	13	5	19		1,285	26	25		1,240	982	70	15
Wood Products.....	7	1				16			84	60			9	1	13		3,227	27	8		1,585	1,135	38	7
Paper Products.....	3	1	2						71	39	9		74	4	94		945	727	36	4	1,014	709	80	14
Printing, Publishing and Allied Industries.....	10	10											24	5	40		778	564	22	7	605	381	82	11
Iron and Steel Products.....	2	1				4			53	31			6		12		617	316	46	5	910	633	60	8
Transportation Equipment.....	3	1				2			239	247	28	1	8	4	22		1,394	1,011	32	13	4,450	3,376	269	110
Non-Ferrous Metal Products.....									432	333	30	12	55	2	89		1,011	715	9	4	5,493	3,715	94	783
Electrical Apparatus and Supplies.....									3				24	1	32		999	655	10	4	810	480	51	21
Non-Metallic Mineral Products.....									73	29	3						691	384	24	1	1,426	995	36	16
Products of Petroleum and Coal.....									44	42	2		8		16		393	290	31		713	531	54	8
Chemical Products.....																	121	23			94	43		3
Miscellaneous Manufacturing Industries.....	1	1							41	12	4				17		860	422	37	4	957	689	68	11
									3		1		6	2	9		621	373	28		904	701	28	14

<b>Construction</b> .....	102	49	7	3	126	94	14	60	730	333	95	73	2,138	1,779	52	159	3,718	2,658	196	256	6,350	4,721	846	135
General Contractors.....	98	47	6	3	110	86	14	60	556	306	47	73	1,938	1,653	38	158	2,644	1,883	151	230	4,637	3,527	590	123
Special Trade Contractors.....	4	2	1	.....	16	8	.....	.....	174	77	48	.....	150	126	14	1	1,074	775	45	26	1,743	1,194	256	12
<b>Transportation, Storage and Communication</b> .....	6	3	.....	.....	162	40	39	1	759	177	405	4	1,142	132	773	.....	3,326	1,073	1,754	13	2,542	1,149	742	24
Transportation.....	3	2	.....	.....	158	38	39	1	691	147	392	3	1,092	117	766	.....	3,132	875	1,753	19	1,473	853	699	22
Storage.....	.....	.....	.....	.....	.....	1	.....	.....	14	6	8	.....	20	4	4	.....	118	99	.....	3	300	181	62	1
Communication.....	3	1	.....	.....	3	1	.....	.....	54	24	5	1	30	11	3	.....	276	99	1	.....	269	115	11	1
<b>Public Utility Operation</b> .....	.....	.....	.....	.....	.....	.....	.....	.....	92	21	63	.....	2	2	.....	.....	139	52	.....	1	306	147	6	.....
<b>Trade</b> .....	100	49	13	.....	165	59	81	.....	1,567	644	176	7	802	377	83	1	6,164	3,273	598	24	10,143	5,700	1,540	64
Wholesale.....	30	13	3	.....	48	28	17	.....	641	195	110	2	270	113	35	.....	1,819	995	123	8	3,427	1,802	732	30
Retail.....	70	36	10	.....	117	31	64	.....	926	449	66	5	552	264	48	.....	4,245	2,278	475	16	6,716	3,898	848	34
<b>Finance, Insurance and Real Estate</b> .....	8	5	1	.....	23	10	.....	.....	209	83	14	.....	108	54	16	.....	1,956	519	21	4	1,905	998	83	7
<b>Service</b> .....	441	171	19	.....	382	191	105	4	2,628	968	615	43	1,632	673	524	4	15,074	7,432	3,016	149	20,531	9,506	4,873	132
Community or Public Service.....	12	6	4	.....	52	32	4	.....	264	119	36	.....	135	61	41	.....	1,077	615	41	2	2,119	1,139	216	29
Government Service.....	347	126	4	.....	39	37	.....	3	978	403	35	31	338	256	57	2	2,247	1,628	185	54	2,918	2,051	262	35
Registration Service.....	4	1	.....	.....	.....	.....	.....	.....	52	12	22	7	41	9	11	.....	248	95	26	.....	610	240	187	.....
Business Service.....	3	1	.....	.....	13	1	11	.....	101	38	17	3	69	42	7	.....	1,161	724	51	7	1,507	746	107	22
Personal Service.....	75	37	11	.....	278	121	90	1	1,233	396	505	2	1,078	385	375	2	10,544	4,370	2,763	86	13,381	5,339	4,191	46
<b>Totals</b> .....	696	299	45	3	953	441	248	88	7,776	3,621	1,468	144	6,769	3,338	1,509	170	50,826	28,566	5,965	830	67,991	40,372	9,555	1,548
Men.....	437	151	45	3	514	248	105	84	3,133	2,363	980	124	5,085	2,776	1,226	170	28,436	16,664	3,212	746	40,017	24,871	6,027	1,419
Women.....	259	148	.....	.....	439	193	143	4	2,637	1,258	488	20	1,684	762	283	.....	22,400	11,902	2,753	84	27,977	15,501	3,528	139

<sup>1</sup> Current and deferred vacancies reported during the period.



TABLE D-6.—VACANCIES<sup>1</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3 TO MARCH 31, 1955

Source: U.I.C. (751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada				
	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			
Agriculture	264	146	9		298	645	1	24	672	1,169	3	65	438	285	35	4,819	2,498	356	216		
Forestry	230	170	3		18	29	3		587	801	6	118	1,514	1,324	3	6,689	4,725	45	44		
Fishing and Trapping									2	2			4	4		14	10				
Mining, Quarrying and Oil Wells	183	146	1	7	54	82	5	5	616	1,131	35	117	434	191	1	3,221	1,936	87	225		
Metal Mining	162	139		5	15	15		4	104	205	17	66	274	112	1	1,610	927	21	168		
Fuels	14	1		2	23	35			325	575		26	25	18		862	569	20	30		
Non-Metal Mining					9	9		1				20	111	51		212	134	9	21		
Quarrying, Clay and Sand Pits	4	4			3	7				5		1	4	3		78	54	8	1		
Prospecting	3	2	1		8	16			216	346	18	4	20	7	1	429	252	29	5		
Manufacturing	2,032	1,089	299	1	267	404	56	8	1,034	1,632	160	5	5,606	3,910	464	56	52,123	35,319	2,576	1,221	
Foods and Beverages	244	111	58		75	106	18	1	212	325	58	1	818	468	152	2	4,475	2,865	448	32	
Tobacco and Tobacco Products						3	1		10	15			3			86	90	2	5		
Rubber Products	95	23	47						1	5	1		25	23		565	392	43	5		
Leather Products	47	36	4		2		1						36	29		1,670	1,191	54	9		
Textile Products (except clothing)	368	373	43		27	28			87	99	2		179	136		3,152	2,376	109	42		
Clothing (textile and fur)	132	82	25		31	31	4		35	264	191	35	1	2,540	2,102	131	39	5,063	119	15	
Wood Products	46	31	14							18	11			398	181	23	1	3,967	324	58	
Paper Products																		1,193	148	19	
Printing, Publishing and Allied Industries	148	78	35		43	60		2	38	74	9		207	87	32	3	2,065	1,245	198	18	
Iron and Steel Products	245	155	45	1	31	31	14	9	90	156	12		458	236	23	6	6,999	5,110	422	133	
Transportation Equipment	151	84	6		28	71	28	8	23	312	182	23	2	379	278	29	1	7,941	5,391	201	804
Non-Ferrous Metal Products	30	23				5			4				195	179	2		2,075	1,365	64	25	
Electrical Apparatus and Supplies	63	18	2		6	7				16	11		66	52	1		2,342	1,495	66	17	
Non-Metallic Mineral Products	34	19	3		2	2			2	20	16		54	23	26		1,317	998	118	9	
Products of Petroleum and Coal	18	14			17	35				20	16		87	16	21		375	129	22	3	
Chemical Products	58	20	13		11	17		3	96	209	15		120	79	8	2	2,279	1,309	165	18	
Miscellaneous Manufacturing Industries	40	20	4		8	10			10	23	3		40	21	6		1,660	1,140	73	14	
Construction	774	561	57		330	549	163	1	785	1,200	212	26	1,873	1,220	262	117	17,590	12,580	1,904	830	
General Contractors	545	429	25		205	443	139	1	555	836	154	26	1,544	1,038	188	116	13,410	9,789	1,352	790	
Special Trade Contractors	220	132	32		65	106	24		230	364	58		329	182	74	1	4,180	2,791	552	40	
Transportation, Storage and Communication	427	151	84	2	86	210	72	2	233	591	134	1	1,021	438	309	7	10,356	3,482	4,312	54	
Transportation	295	109	25	1	60	165	69	1	163	467	102		795	324	271	6	8,771	2,688	4,086	44	
Storage	94	28	58	1	2	28	16	2	27	69	31		125	59	36		769	421	201	5	
Communication	38	14	1		10	17	1		43	55	1		101	55	2		816	373	25	5	

Public Utility Operation.....	48	19	1	7	4	1	53	31	8	1	65	21	9	712	300	88	3
<b>Trade.....</b>	<b>2,533</b>	<b>708</b>	<b>1,246</b>	<b>1,370</b>	<b>619</b>	<b>342</b>	<b>6</b>	<b>1,385</b>	<b>943</b>	<b>6</b>	<b>4,755</b>	<b>1,920</b>	<b>1,794</b>	<b>10</b>	<b>39,679</b>	<b>14,664</b>	<b>6,856</b>
Wholesale.....	994	347	308	433	195	341	1,225	473	450	1	1,565	828	380	6	10,392	4,988	2,367
Retail.....	1,539	361	880	937	423	201	6	1,915	493	5	3,190	1,104	1,404	4	20,287	9,676	4,489
<b>Finance, Insurance and Real Estate.....</b>	<b>342</b>	<b>137</b>	<b>45</b>	<b>193</b>	<b>112</b>	<b>6</b>	<b>1</b>	<b>539</b>	<b>242</b>	<b>17</b>	<b>633</b>	<b>299</b>	<b>27</b>	<b>4</b>	<b>5,016</b>	<b>2,459</b>	<b>230</b>
<b>Service.....</b>	<b>4,596</b>	<b>1,433</b>	<b>2,396</b>	<b>2,592</b>	<b>1,159</b>	<b>543</b>	<b>26</b>	<b>5,544</b>	<b>2,357</b>	<b>43</b>	<b>7,161</b>	<b>3,816</b>	<b>1,226</b>	<b>65</b>	<b>60,801</b>	<b>27,406</b>	<b>14,296</b>
Community or Public Service.....	432	155	95	288	193	25	16	592	290	15	769	357	64	10	5,740	2,958	555
Government Service.....	412	309	61	715	349	17	1	1,121	619	27	1,726	1,218	73	13	10,871	6,957	640
Recreation Service.....	80	24	38	101	40	1	3	68	34	9	102	39	25	5	1,237	464	328
Business Service.....	235	85	22	104	62	5	3	368	207	27	572	283	54	5	4,120	2,199	301
Personal Service.....	3,407	560	2,235	1,453	594	494	7	3,395	1,207	10	3,992	1,909	1,010	32	38,033	14,828	12,472
<b>Totals.....</b>	<b>11,429</b>	<b>4,269</b>	<b>4,441</b>	<b>6,084</b>	<b>2,947</b>	<b>1,191</b>	<b>73</b>	<b>15,892</b>	<b>7,897</b>	<b>382</b>	<b>23,504</b>	<b>13,438</b>	<b>4,130</b>	<b>341</b>	<b>191,830</b>	<b>105,379</b>	<b>30,750</b>
Men.....	5,427	2,410	1,578	3,210	1,434	719	9	8,403	4,131	340	13,438	8,433	1,866	293	110,096	63,781	17,166
Women.....	6,002	1,859	2,863	2,874	1,513	472	21	7,399	3,766	42	10,066	5,005	2,264	48	81,734	41,598	13,584

Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING REGULAR BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of March, 1955		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
Newfoundland.....	15.2	4,464	429,933 (876)	\$ 1,489,372
Prince Edward Island.....	3.2	639	71,076 (405)	214,885
Nova Scotia.....	17.6	6,406	465,932 (5,334)	1,503,406
New Brunswick.....	17.9	5,998	447,963 (3,446)	1,442,430
Quebec.....	123.6	60,605	3,773,643 (42,783)	11,959,931
Ontario.....	113.6	46,285	3,083,357 (38,565)	9,808,929
Manitoba.....	17.3	5,881	491,320 (6,720)	1,524,868
Saskatchewan.....	12.5	3,827	365,198 (3,012)	1,164,787
Alberta.....	21.6	8,885	560,821 (6,183)	1,828,258
British Columbia.....	34.5	11,748	932,527 (11,579)	3,016,031
Total, Canada, March 1955.....	377.0	154,738	10,621,770 (118,903)	33,952,877
Total, Canada, February 1955.....	391.6	159,917	8,939,252 (99,338)	28,576,170
Total, Canada, March 1954†.....	348.6	152,611	10,127,126 (100,443)	32,160,928

† Week containing last day of the month.

As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

**TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT MARCH 31, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES INCLUDED IN TOTAL**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							March 31, 1954 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
Newfoundland.....	19,056 (25)	1,720	1,038	1,346	3,743	4,863	6,346	19,374 (38)
Male.....	18,531 (25)	1,657	998	1,302	3,634	4,752	6,188	18,904 (39)
Female.....	525 (—)	63	40	44	109	111	158	470 (8)
Prince Edward Island.....	3,690 (11)	192	154	225	621	967	1,531	3,466 (33)
Male.....	3,204 (8)	156	132	209	523	849	1,335	3,014 (25)
Female.....	486 (3)	36	22	16	98	118	196	452 (8)
Nova Scotia.....	23,835 (184)	2,570	1,468	2,142	4,285	5,228	8,142	23,722 (195)
Male.....	21,014 (158)	2,273	1,283	1,880	3,693	4,661	7,224	21,061 (167)
Female.....	2,821 (26)	297	185	262	592	567	918	2,661 (28)
New Brunswick.....	28,949 (149)	2,864	2,205	2,859	5,654	6,097	9,270	27,983 (122)
Male.....	25,459 (118)	2,549	2,037	2,610	5,067	5,358	7,838	25,040 (97)
Female.....	3,490 (31)	315	168	249	587	739	1,432	2,943 (25)
Quebec.....	202,143 (1,884)	25,018	15,647	23,780	41,603	36,332	59,763	184,874 (1,473)
Male.....	172,753 (1,304)	21,269	13,810	21,056	36,739	31,190	48,059	158,929 (1,016)
Female.....	29,390 (560)	3,749	1,807	2,724	4,864	5,142	11,104	25,945 (457)
Ontario.....	161,030 (1,551)	21,902	10,731	16,856	28,247	28,954	54,340	144,245 (1,045)
Male.....	127,238 (1,182)	17,125	8,603	13,429	22,382	22,957	42,742	115,608 (800)
Female.....	33,792 (369)	4,777	2,128	3,427	5,865	5,997	11,598	28,637 (245)
Manitoba.....	26,846 (301)	2,792	1,397	2,085	3,993	5,038	11,481	23,455 (272)
Male.....	20,790 (238)	2,086	1,042	1,531	2,929	3,948	9,254	17,956 (187)
Female.....	6,056 (63)	706	355	554	1,064	1,150	2,227	5,499 (85)
Saskatchewan.....	19,587 (124)	1,368	1,007	1,520	3,322	4,493	7,877	13,326 (88)
Male.....	16,704 (104)	1,106	820	1,257	2,769	3,785	6,967	11,603 (76)
Female.....	2,883 (20)	262	187	263	553	708	910	1,823 (12)
Alberta.....	29,863 (197)	3,657	2,176	3,088	5,681	6,193	9,068	23,597 (152)
Male.....	25,791 (165)	3,165	1,891	2,663	4,910	5,304	7,888	20,621 (124)
Female.....	4,072 (32)	492	285	455	771	889	1,180	2,976 (28)
British Columbia.....	48,291 (418)	5,618	2,792	4,809	7,362	8,571	19,139	47,618 (339)
Male.....	37,438 (341)	4,338	2,234	3,911	5,577	6,474	14,904	38,382 (278)
Female.....	10,853 (77)	1,280	558	898	1,785	2,097	4,235	9,236 (61)
CANADA.....	563,290 (4,824)	67,701	38,615	58,710	104,511	106,796	186,957	511,660 (3,757)
MALE.....	468,922 (3,623)	55,724	32,880	49,818	88,223	89,278	152,999	431,018 (2,800)
FEMALE.....	94,368 (1,201)	11,977	5,735	8,892	16,288	17,518	33,958	80,642 (957)

\* Shown in brackets. The count of disability cases for 1954 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MARCH 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,765	6,042	723	7,279	3,213	4,066	2,245
Prince Edward Island.....	1,198	1,072	126	1,287	486	801	133
Nova Scotia.....	10,637	7,142	3,495	10,959	6,832	4,127	1,868
New Brunswick.....	12,025	9,756	2,269	12,802	6,521	6,281	2,324
Quebec.....	86,512	66,263	20,249	90,135	56,740	33,395	20,400
Ontario.....	71,126	52,173	21,953	75,766	50,339	25,427	15,599
Manitoba.....	10,183	8,163	2,020	10,391	5,711	4,680	1,581
Saskatchewan.....	6,796	5,600	1,196	7,062	3,590	3,562	1,378
Alberta.....	13,585	10,161	3,424	11,168	8,927	5,241	2,924
British Columbia.....	21,417	14,380	7,037	22,553	11,118	8,405	3,233
Total Canada, March 1955.....	243,544*	181,361†	62,183	252,705†	156,117	96,288	51,620
Total Canada, February 1955.....	246,847	178,242†	58,605	260,159	161,610	98,549	60,781
Total Canada, March 1954.....	218,421	181,147	67,271	250,206	162,212	87,960	61,108

\* In addition, revised claims received numbered 34,921. † Initial claims considered for supplementary benefit, Table E-5, are included here. ‡ In addition, 31,885 revised claims were disposed of. Of these, 3,240 were special requests not granted, and 1,431 were appeals by claimants. There were 4,113 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—February.....			
March.....	3,339,000	2,844,200	494,800†
April.....	3,342,000	2,829,400	512,600†
May.....	3,317,000	2,805,300	511,700†
June.....	3,161,000	2,822,800	338,400
July.....	3,150,000	2,902,200	247,800
August.....	3,180,000	2,980,500	199,500
September.....	3,190,000	3,001,100	188,900
October.....	3,206,000	3,014,700	191,300
November.....	3,219,000	3,031,300	187,700
December.....	3,216,000	3,006,900	209,100
1955—January.....	3,275,000	3,000,500	274,500
February.....	3,356,000	2,924,200	431,800†
March.....	3,372,000	2,828,600	543,400†

\* Ordinary claimants on the live unemployment register on last working day of preceding month.  
† Includes supplementary benefit claimants.

**TABLE E-5.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH, 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	3,846	3,082	764	2,900	124,089 (136)	409,100
Prince Edward Island.....	751	667	84	692	33,870 (93)	92,352
Nova Scotia.....	3,651	3,040	611	2,855	182,185 (879)	562,930
New Brunswick.....	5,785	4,612	1,173	4,285	224,850 (742)	660,843
Quebec.....	29,420	23,276	6,144	24,544	1,272,771 (7,754)	3,750,633
Ontario.....	21,764	17,681	4,083	17,722	1,092,767 (8,384)	3,209,955
Manitoba.....	4,198	3,639	559	3,645	218,969 (1,947)	650,090
Saskatchewan.....	3,242	2,743	499	2,733	141,727 (570)	432,727
Alberta.....	4,494	3,614	880	3,515	176,532 (1,513)	552,301
British Columbia.....	7,124	5,848	1,276	4,998	360,251 (2,796)	1,103,140
Total, March, 1955.....	81,275*	68,202	16,073	67,889†	3,828,071 (24,811)	11,481,134
Total, March, 1954.....	75,706*	59,804	15,902	58,723†	2,332,973 (11,315)	5,027,914

\* There were, in addition, 3,587 renewal claims in March, 1955 and 2,362 in March, 1954.

† Includes 3,927 renewal claims in March, 1955 and 2,333 in March, 1954.

**TABLE E-6.—UNEMPLOYMENT INSURANCE FUND**

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1955

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)			RECEIPTS		DISBURSEMENTS				Balance in Fund
	Employer and Employee	Government		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Total	
		Employer	Government				Ordinary	Supplementary Classes 1 and 2		
TO 1950.....	644,786,321.88	128,886,931.60		\$	\$	\$	252,319,305.71	\$	\$	253,057,627.60
1951.....	128,734,248.84	55,706,703.41		41,530.90	61,980,706.65	835,704,600.12	85,582,101.75	738,233.86	88,273,051.54	694,580,376.79
1952.....	153,887,858.49	30,805,704.77		34,656.50	15,630,847.06	170,996,455.81	85,539,677.68	5,190,949.79	90,154,436.60	778,199,351.43
1953.....	155,184,505.03	31,036,836.18		33,344.00	19,046,503.98	203,773,411.24	128,814,174.79	4,504,798.92	135,822,411.36	851,585,164.66
1954.....	158,673,276.19	31,735,867.91		36,085.94	22,450,737.41	208,208,354.39	174,619,903.63	7,008,206.57	186,851,513.43	881,274,133.34
TO 1954.....	1,241,276,310.43	248,262,043.87		182,460.20	145,712,389.37	1,635,433,203.87	724,395,250.96	29,783,819.57	754,150,070.53	881,274,133.34
April.....	13,983,783.36	2,701,191.90		2,925.75	2,203,262.63	18,981,163.64	25,364,305.38	4,456,503.48	29,820,808.86	870,434,398.12
May.....	13,115,221.43	2,610,732.42		2,300.00	2,107,571.44	17,925,725.29	20,097,062.24	4,217,760.95	21,119,423.19	867,240,700.22
June.....	12,114,552.80	2,430,701.98		3,407.30	2,310,828.32	16,908,989.00	15,085,208.51	15,677.10	15,700,885.61	868,408,795.21
July.....	13,281,935.03	2,655,665.24		3,532.00	2,234,212.08	18,175,344.55	12,747,220.36	C.F. 40,409.11	12,706,721.15	873,877,418.41
August.....	13,615,432.48	2,723,155.47		2,809.70	2,230,045.06	18,571,442.88	12,054,669.35	C.F. 3,041.95	12,050,888.10	880,397,973.19
September.....	13,405,032.08	2,683,046.01		2,446.00	2,194,038.40	18,285,462.50	12,384,355.82	C.F. 4,098.30	12,381,313.87	886,302,121.82
October.....	13,188,610.96	2,697,227.27		3,268.80	2,240,404.14	18,069,610.17	11,765,393.36	C.F. 1,313.30	11,764,885.06	892,606,846.93
November.....	13,006,508.80	2,781,946.01		2,887.70	2,173,949.31	18,804,991.92	14,063,726.19	C.F. 896.70	14,062,412.89	897,469,425.06
December.....	13,640,125.19	2,726,731.51		4,028.77	2,214,091.92	18,585,037.39	19,412,968.25	C.F. 1,313.30	19,412,071.55	898,642,391.80
January.....	12,586,461.63	2,706,513.80		1,580.00	2,185,795.56	18,430,359.99	26,139,150.08	2,222,445.15	28,361,595.23	899,711,147.59
February.....	12,697,098.46	2,534,462.48		3,456.31	1,998,498.17	17,173,515.42	28,563,399.96	6,320,994.45	34,884,394.41	899,000,298.57
March.....	12,404,633.20*	2,480,939.79		4,145.00	2,225,481.51	17,115,204.50	33,939,728.70	11,483,457.60	45,423,186.30	840,692,316.77
Sub-Total.....	158,800,309.41	31,771,463.88		36,787.72	26,378,208.64	217,046,829.65	232,757,808.10	24,870,938.12	257,628,646.22	840,692,316.77
Total.....	1,400,136,619.84	280,033,507.75		219,247.92	172,090,658.01	1,852,480,093.52	957,153,059.06	54,634,657.69	1,011,787,716.75	840,692,316.77

\* Stamps \$5,467,852.31    Meter \$1,422,835.50    Bulk \$5,514,450.39    D. V. A. \$    Total \$12,404,638.20

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—December.....	115.8	112.1	125.2	110.2	117.4	116.3
Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	126.4	109.7	117.1	117.5
July.....	116.2	112.1	126.6	109.6	117.2	117.6
August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	117.9
November.....	116.8	113.4	127.9	108.2	117.2	118.2
December.....	116.6	112.6	128.2	108.1	117.1	118.2
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF APRIL, 1955**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	April 1st, 1954	March 1st, 1955	April 1st, 1955					
( <sup>1</sup> ) St. John's, Nfld.....	102.0	102.9	103.5	102.1	108.0	101.2	100.5	106.3
Halifax.....	113.8	114.5	114.6	106.5	123.5	114.6	118.9	118.8
Saint John.....	115.9	117.6	117.6	112.2	125.1	116.2	116.3	124.0
Montreal.....	116.3	116.7	116.7	114.0	134.6	107.2	115.9	116.9
Ottawa.....	115.5	116.8	116.9	110.7	132.3	111.1	116.5	119.8
Toronto.....	117.7	118.2	118.4	109.6	145.8	109.9	115.0	119.4
Winnipeg.....	114.9	115.2	115.3	110.1	126.0	112.6	113.5	118.0
Saskatoon—Regina.....	113.6	113.7	113.9	109.6	116.0	114.9	117.9	113.2
Edmonton—Calgary.....	114.3	114.2	114.2	108.4	121.1	112.6	115.8	118.3
Vancouver.....	116.9	117.9	117.2	109.4	126.1	112.5	125.8	120.6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(<sup>1</sup>) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL 1954, 1955†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January.....	16‡	16	11,106‡	11,106	218,145	0.26
February.....	4	11	90	2,587	20,055	0.02
March.....	7	11	1,778	1,956	13,971	0.02
April.....	16	22	1,821	2,683	25,912	0.03
Cumulative totals.....	43		14,795		278,083	0.08
1954						
January.....	26‡	26	10,644‡	10,644	157,074	0.19
February.....	8	20	779	4,686	52,250	0.06
March.....	12	18	1,184	1,799	14,625	0.02
April.....	24	34	1,651	2,297	25,081	0.03
Cumulative totals.....	70		14,258		249,030	0.07

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1955 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			

**Strikes and Lockouts in Progress Prior to April 1955**

<b>MANUFACTURING—</b>					
<i>Textiles, Clothing, etc.—</i>		<sup>(3)</sup>			
Knitted goods factory workers, St. Hyacinthe, Que.	1	417	8,300	Mar. 14	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
<i>Metal Products—</i>					
Auto parts foundry workers, Sarnia, Ont.	1	300	7,500	Mar. 23	For a new agreement providing for increased wages, reduced hours from 48 to 40 per week with same take-home pay and fringe benefits; unconcluded.
<i>Shipbuilding—</i>					
Electricians, North Vancouver, B.C.	1	94	1,880	Jan. 13	For a greater increase in wages than recommended by conciliation board and double time for all overtime in new agreement under negotiations; unconcluded.
<b>CONSTRUCTION—</b>					
<i>Buildings and Structures—</i>					
Steel erectors, Toronto, Ont.	1	12	120	Feb. 18	For closed shop union agreement; concluded April 15; negotiations; compromise.
Metal frame erectors, Windsor, Ont.	1	27	540	Mar. 7	Jurisdictional dispute over erection of frame-work for conveyor belt; unconcluded.
<b>TRANSPORTATION AND PUBLIC UTILITIES—</b>					
<i>Miscellaneous—</i>					
Radio station employees, Quebec, Que.	1	12	300	Feb. 23	For a union agreement providing for increased wages, union shop and seniority, following reference to arbitration board; unconcluded.

**Strikes and Lockouts Commencing During April 1955**

<b>MINING—</b>					
Copper miners Lake Cowichan, B.C.	1	19	210	Apr. 1	Protesting dismissal of a worker; concluded April 18; negotiations; in favour of workers.
Coal miners, loaders, New Waterford, N.S.	1	<sup>(4)</sup> 29	40	Apr. 13	Protest against flying dust raised by forced air currents; concluded April 15; return of workers; indefinite.
<b>MANUFACTURING—</b>					
<i>Textiles, Clothing, etc.—</i>		<sup>(5)</sup>			
Cotton factory workers, Hamilton, Ont.	1	30	240	Apr. 20	Protest against interpretation of work-load clause in agreement; concluded April 29; negotiations; compromise.
<i>Printing and Publishing—</i>					
Bookbinders, Oshawa, Ont.	1	13	78	Apr. 14	For a new agreement providing for increased wages to prevailing rates; concluded April 21; return of workers pending settlement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1955 (1)

Industry, Occupation, Locality	Number Involved		Time Loss in Man- working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During April 1955—Continued					
Printing pressmen, London, Ont.	1	10	90	Apr. 18	For a union agreement providing for increased wages, union shop, lower ratio of apprentices to journeymen and fringe benefits, following reference to conciliation board; concluded by April 29; replacement, strikers resigned to accept employment elsewhere; indefinite.
Newspaper printing plant workers, Montreal, Que.	1	62	480	Apr. 20	For a greater increase in wages than recommended by arbitration board; unconcluded.
Miscellaneous Wood Products— Furniture factory workers, Napanee, Ont.	1	67	1,000	Apr. 6	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay and fringe benefits, following reference to conciliation board; concluded by April 27; return of workers; in favour of employer.
Metal Products— Wire products factory workers, Watford, Ont.	1	88	1,230	Apr. 12	For implementation of award of conciliation board for increased wages, check-off and two weeks' vacations with pay after five years in new agreement under negotiations; unconcluded.
Electrical apparatus pattern makers, Hamilton, Ont.	1	20	200	Apr. 18	For a new agreement providing for increased wages and seniority, following reference to conciliation board; unconcluded.
CONSTRUCTION— Buildings and Structures— Carpenters, Hamilton, Ont.	1	10	50	Apr. 21	Jurisdictional dispute as to whether carpenters or lathers should install acoustic and metal lath; concluded April 27; return of workers; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES— Water Transport— Barge seamen, Quebec, Que.	5	40	400	Apr. 18	For a union agreement providing for increased wages retroactive to June 24, 1954, following reference to conciliation board; unconcluded.
Miscellaneous— Grain elevator workers, Fort William and Port Arthur, Ont.	15	1,226	3,000	Apr. 16	For a new agreement providing for increased wages, following reference to conciliation board; concluded April 20; mediation; compromise.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, APRIL 1955 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- working Days	Date Began	Particulars(2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During April 1955—Concluded					
Grain elevator workers, Montreal, Que.	4	96	96	Apr. 28	Protesting suspension of 16 workers for failure to report for night duty April 27; concluded April 28; return of workers; in favour of employers.
TRADE— Furniture store clerks, Quebec, Que.	1	34	34	Apr. 1	For a union agreement providing for maintenance-of-membership clause, following reference to arbitration board; concluded April 1; negotiations; in favour of workers.
Department store clerks, Quebec, Que.	1	30	30	Apr. 1	For a union agreement providing for manitenance-of-membership clause, following reference to arbitration board; concluded April 1; negotiations; in favour of workers.
Brewerywarehousemen and truck drivers, Hamilton, Ont.	1	47	94	Apr. 6	Protesting employment of casual non-union help during peak period; concluded April 7; return of workers pending grievance procedure; indefinite.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 252 indirectly affected; <sup>(4)</sup> 11 indirectly affected; <sup>(5)</sup> 173 indirectly affected.

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